



Career Opportunities

Position Title	: International Consultant
No. of Post	: (1)Post
Report to	: Technical Advisory Committee (TAC)
Department	: Organizational Development Department
Duty Station	: Nay Pyi Taw/ Yangon
Application Deadline	: (18/06/2020),16:30

Background

Myanmar Red Cross Society (MRCS’s current Strategic Plan (SP) 2016-2020 will need to be updated beyond 2020 and replaced with a new Strategic Plan developed and aligned with International Federation of Red Cross and Red Crescent Societies (IFRC)’s new Strategy 2030 which was adopted by all member NS (194) include MRCS at the 2019 General Assembly in Geneva. These Terms of Reference have been drawn up to guide the process of developing the next MRCS’ Strategic Plan. An international consultant will be hired to review the current Strategic Plan 2016 -2020 and to develop a New Strategic Plan 2021-2025. The Consultant will be managed by a Technical Advisory Committee composed of MRCS Senior Management and IFRC Programme Coordinator. The consultant will work closely with Technical Working Group composed of MRCS Management and three selected in-country Partner National Societies working in Myanmar.

Myanmar Red Cross Society (MRCS) as an auxiliary to its public authority is guided in its humanitarian operations by the 7 Fundamental Principles of the Red Cross and Red Crescent Movement and its current Strategic Plan 2016-2020 has guided the MRCS in its preparedness and response to a myriad of natural or man-made disasters, that includes but not limited to cyclones, floods, drought, fires and mining disasters that occur on a regular basis, but new areas of concern have surfaced that relates to the epidemics, rapid urbanisation, migration, internal displacement and environmental degradation have all increased the risk to some Myanmar population that are vulnerability.

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Job purpose

The International Consultant will lead and guide in developing a comprehensive and a well-focused Strategic Plan 2021-2025 aligned to International Federation of Red Cross and Red Crescent Societies (IFRC) Strategy 2030, being anchored into the national strategies to enable to deliver humanitarian services as an auxiliary role to the government.

Justification

When MRCS developed its Strategic Plan 2016 – 2020, it set a goal to attain more self-sufficiency by 2020 and to increase its effectiveness in the humanitarian field. The Strategic Plan 2016 – 2020 has guided the development of annual operational plans from 2016 to 2017, as well as Three-Year Operation Plan 2018-2020 which was developed to ensure that the direction of the Society's humanitarian work is in line with the Strategic Plan 2016 – 2020 and MRCS Law (2015). A mid-term review of the Strategic Plan 2016 – 2020 was undertaken in 2018 to measure the progress of implementation of the Strategic Plan with support from MRCS Partners.

The purpose of full review of the Strategic Plan (SP) 2016-2020 is to get full analysis of the implementation of the Strategic Plan also taking into consideration of not only the mid-term review findings but also emerging challenges and gaps surrounding the humanitarian environment (Covid-19, climate change, etc.). The review findings will feed into the development of the new Strategic Plan 2021-2025 process to sharpen the development of strategic goals.

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Objectives:

- To technically guide and lead in the drafting of MRCS next five-year Strategic Plan 2021 – 2025
- To review the current MRCS Strategic Plan 2016-2020's achievements and challenges that have facilitated and/or inhibited its implementation.
- To identify the emerging issues and needs of the societies that will guide MRCS in developing its Strategic Plan 2021-2025.

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Duties and Responsibilities

1. The international consultant will work with the national consultant and be the in-charge of the consultancy for the whole process.
2. Responsible for the overall achievement of the deliverables in close coordination and collaboration with the national consultant.
3. Drafting and delivering the Inception Report in consultation with Technical Advisory Committee and Technical Working Group.
4. Undertaking the review of MRCS Strategic Plan 2016-2020.
5. Produce Review report of the findings for Strategic Plan 2016 – 2020.
6. Conduct a needs analysis for the purpose of developing the Strategic Plan 2021-2025.
7. Presentation of initial Strategic Plan 2021-2025 draft and further Analysis.
8. Drafting of the short version pamphlet of Strategic Plan 2021-2025.
9. Presentation of final documents: Strategic Plan 2016-2020 report, New Strategic plan 2021-2025 and short version.

Scope

Consultant will draw together and analyse information from branches across the States and Regions and at national level to produce reports with analysis focusing on the overall impact of Strategic Plan 2016-2020. Secondly gather relevant information, materials and conduct interviews with all key informants to develop the Strategic Plan 2021-2025.

Process and Methodology

- The International consultant will use a 4-month period for the process to facilitate the development of the two documents (review report of SP 2016-2020 and new SP 2021-2025). This will include among other data collection, brainstorming, feedback, workshops, and document drafting/writing.
- The International consultant will work with national consultant through and with the national society's Senior Management and leadership, through the Technical Advisory Committee and Technical Working Group which will play the lead role for the achievement of the objectives by being available for meetings and the feedbacks.

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- Individual and focus group interviews with the management, senior staff and governance members at all levels of the national society and literature review will be the method and means to extract the required information which will determine the required direction and quality of the two documents.
- At the end of the mission, final documents would be presented at debriefing session to the National Society's leadership for agreement.

ADMINISTRATION

Stakeholders

The International consultant will therefore work closely with the national consultant and Technical Working Group and also have a lateral communication to the Technical Advisory Committee through its Secretary.

Time Schedule

The review of the old strategic plan and development of the new strategic plan will run core currently and the whole process is expected to be completed at the end of September 2020. June -July is used for preparation of the review exercise, organising and preparing and sending out the questionnaire to the selected States and Regions and other Key informants. This will mainly take place during mid-July- to mid-August 2020. Structuring and compilation of data and writing of report takes place from mid- August to mid- September and is to be used for feeding back to National Society and the production of the final report. (See detailed road map annex)

National Society:

- MRCS will be the hiring organization and it is expected to finalize this process by mid-June 2020.
- MRCS will provide the necessary information and arrange all the meetings for the consultant through TWG and national consultant.
- It is expected that full participation, ownership, and commitment by MRCS is ensured prior to the engagement of the consultant.

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- MRCS will provide the relevant logistic support and documents for the consultant to be effective on the mission.

Federation:

- The country office will facilitate the meeting arrangements with MRCS prior to consultant starting the work and will discuss the process with the consultant.
- The Federation through its Programme Coordinator will be a member of the Technical Advisory Committee.
- The country office will also provide any reference materials that may be required by the consultant/TAC and TWG.

The Deliverables by the consultant

The following outputs are expected to be delivered by the Consultant:

- Inception report
- Evaluation report: A final report of the review of the MRCS Strategic Plan 2016 – 2020
- A Draft Strategic Plan 2021-2025 report that is clear and concise
- A summary draft Strategic Plan pamphlet which captures the most important points within the plan which can be distributed to township levels as per reading level.

The payment structure for the consultant

The payment will be as per the signed contract by the Society and consultant.

Tentative Budget

To be provided by MRCS and payment schedule and contract

Personal profile

- Profound demonstrated understanding of Humanitarian and Development nexus.
- Profound understanding of the role and purpose of Strategic Plan vice-versa Plans of Action.
- Profound understanding of cross-cultural issues, particularly in the Asian context.
- High initiative level and proactive in taking responsibility.
- Ability to balance tenacity with patience.

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Skills, Competencies and Requirements

- **Must be a Myanmar National**
- Higher University Degree in Development Studies or related equivalent
- 5years' experience of working for a humanitarian aid organisation in a developing country
- Previous experience in coordination, design, implementation, reviews and evaluation of development strategies, policies, and humanitarian programmes.
- A demonstrated ability (through previous similar assignments) to analyse, compile and synthesize information in coherent and succinct formats.
- Demonstrable experience in leading reviews and evaluations of humanitarian partnership agreements
- Experience of managing and supporting staff
- Self-supporting in computers (Windows, spread sheets, word-processing)
- Fluently spoken and written English

Head Office:

Myanmar Red Cross Society
Razathingaha Road, Dekhinathiri,
Nay Pyi Taw.

Email: mrcshrrecruitment@redcross.org.mm

Branch Office:

Myanmar Red Cross Society
No. 42, Red Cross Building, Strand Road,
Botahtaung Township, Yangon. (or)

For more information and application, please visit to the www.redcross.org.mm

Only short -listed candidates will be contacted for a personal interview.

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