



**CHRISTIAN COUNCIL OF TANZANIA (CCT)  
MOROGORO WOMEN TRAINING CENTER (MWTC)**

**TERMS OF REFERENCE (ToR) FOR THE PROVISION OF CONSULTING SERVICES  
TO REVIEW AND DEVELOP A STRATEGIC PLAN FOR MWTC**

**1. Background**

MWTC was established in 1979 for the purposes of empowering women from member churches to acquire knowledge and skills to participate effectively in the life of the church, family and community. The first Director was Elisabeth Preiswerk, a Swiss national and missionary who worked as a teacher and woman educationist in Tanzania since 1957.

The inception of MWTC has its roots in the expanding church and ministry work. The Centre has been running several courses that have benefited Pastors' wives, youths, Parish workers and Women in community. Courses for Pastors' wives were in their fields of home economics, Bible knowledge, social rights and Women development issues. The Parish worker's courses involved leadership skills courses, refresher courses, development planning and an English course. The youth trainings were on household economic planning while women trainings were on HIV/AIDS, entrepreneurship, trainings for maternal health workers, governance and environmental issues. The Diocesan gender desk secretaries benefited from a course on leadership and peace building

Following the expiry of the existing strategic plan, MWTC intends to review and develop a new strategic plan that will be drawn from the sustainable development goals, Five-year National Development plan, The ruling party Manifesto, National Development Vision 2025 and other related policies.

It is from this background that Morogoro Women Training Centre invites a competent person to lead a team to review and develop and prepare a five-year strategic plan 2022- 2027 which sets both short and the long-term direction for the implementation of its mandate.

**2. Objectives**

The overall objective of this consultancy is to develop a five-year Strategic Plan to ensure that MWTC fulfils its mandate.

### **3. Scope of Work**

The scope of work for the Consultant will include but not be limited to:

- a) Review the vision and mission based on CCT and MWTC mandate;
- b) Undertake stakeholder mapping and analysis;
- c) Undertake a situation analysis of MWTC;
- d) Through a consultative process and application of an appropriate tool of analysis, identify focus areas and develop strategic objectives and key result areas for the same;
- e) Review the institutional capacity, organizational set-up, financial and administrative systems against the TA mandate and the identified strategic objectives and key result areas; and make recommendations, if any;
- f) Propose a strategy for achieving the strategic objectives and key results;
- g) Develop a Results and Resources Framework for the plan period;
- h) Hold stakeholder meeting(s) to validate the draft Strategic Plan;
- i) Finalize Strategic plan and submit final draft to CCT MWTC.

### **4. Deliverables**

- a. A five-year strategic plan including a results and resources framework
- b. Report on the process including stakeholder consultations and workshops

### **5. Time Span**

This assignment is expected to be carried out for a period of **20 man-days**

### **6. Institutional Arrangements**

The Consultant will report to the Director of MWTC. MWTC will provide relevant background documents necessary for the assignment including, the Evaluation Report and any other relevant document. The Consultant shall be responsible for the coordination of meetings and other activities under the Consultancy.

### **7. Expertise**

#### **a) Academic Qualifications**

At least a master's degree in a relevant field in the area of planning, public policy, development studies and Economics.

#### **b) Experience**

- a. At least five years professional experience in strategic planning and management
- b. Prior working experience on decentralization issues is an added advantage

- c. Demonstrated experience in working with government partners and other stakeholders in public sector development programs especially in the area of capacity development

**c) Skills and Competencies:**

- a. Ability to work with minimal supervision;
- b. High level written and oral communications skills in English and Kiswahili;
- c. Must be result-oriented, a team player, exhibiting high levels of enthusiasm, tact, diplomacy and integrity;
- d. Demonstrate excellent interpersonal and professional skills in interacting with government and development partners;
- e. Skills in facilitation of stakeholder engagements/workshops;
- f. Evidence of having undertaken similar assignments;
- g. Experience in research, policy development, management and programming-related work. Experience working with faith-based organization and religious leaders will be an added advantage

**8. Application process**

Interested and qualified candidates should submit their request for proposal (technical and financial) to;

Director Morogoro Women Training Center

Through [director@cct-mwtc.co.tz](mailto:director@cct-mwtc.co.tz)

And cc to [gs@cct.co.tz](mailto:gs@cct.co.tz)

[uriondeki@gmail.com](mailto:uriondeki@gmail.com)

**Applications should be emailed to the above address to reach us not later than Sunday 25<sup>th</sup> September 2022 at 4.00 P.M EAT Time.**