

TERMS OF REFERENCE

Consultant to support and facilitate the development of global advocacy framework

About HelpAge

HelpAge International works with partners and a diverse global network of more than 170 Organisations over 90 countries, supporting millions of older people to live safe, dignified, and healthy lives. Through our partnership and collaborations, we work to ensure the inclusion of older people across society and strive to deliver a just and fair world for everyone, whatever their age.

Our work is driven by our desire to deliver real impact for older people, to be inclusive, to work in partnership and to learn from our shared experience. Our 2030 strategy Ageing in a Just World sets out how we will work together to shape the future we all share. By ensuring that all our work promotes wellbeing, dignity and voice, we can be a positive influence in the lives of current and future older people.

HelpAge International is entering into an exciting phase of its evolution as we fundamentally transform what we do, how we do it and how we are organised. Driven by our commitment to the localization agenda, we are evolving the way we partner and deliver value at the country and local level. In the coming 3 years, we will localize our country offices and programmes, and develop new and diverse forms of partnerships globally. We seek to give primacy to local agents for change. To this end, we will replace all programmes delivered by HelpAge staff and resources on the ground with implementation by partners. This will apply across all our work -humanitarian and long-term development. Going forward, our value is framed around supporting, convening and thought leadership. A key way of creating value and bringing impact is collaborating across boundaries and by bringing different perspectives, skills and talent together. We will deliver our work through agile teams and a global operating model, with regional roots, to focus on impact and maintain the relationships at the national level to help build collaborations and support others to set their own agendas.

Context/background

Older people face discrimination in all areas of their lives. Globally, there is limited political will to promote older people's rights and meet their needs. Governments, donors, the UN system, NGOs, private sector and other key stakeholders fail to effectively include or prioritise older people in their work. This core "problem" is holding back progress on older people's rights in a number of areas.

HelpAge International is widely respected and positively regarded for our role in advocating for older people's rights and for our technical expertise across our portfolio areas. However, at present, we lack a cross-cutting organisation-wide advocacy strategy that draws together our work and more directly addresses the core "problem" of a lack of political will among key power holders, and tackles the root causes of this.

To advance our advocacy as an organisation and to strengthen the voice and power of older people in LMICs and the organisations working with them, we are seeking the support of a consultant to facilitate a process of agreeing an overarching advocacy framework that is power-informed and supports us to build the long term relationships needed to address the core problem we are facing.

Purpose and scope

The purpose of this assignment is to facilitate the development of an overarching advocacy framework that responds to a clear and agreed problem analysis, articulates agreed overarching advocacy priorities and is informed by collaborative stakeholder mapping and power analysis. It will also include developing recommendations for implementing the framework across the organisation, in particular within the Global Impact Department.

Scope of work

It is anticipated that the assignment would include facilitation across the below elements:

1. Refining and agreeing the problem/root cause analysis
2. Articulating the cross-cutting goal(s) of advocacy across the organisation and sub-goals (based on existing advocacy priorities and cross-cutting ones identified through the root-cause analysis)
3. Developing key principles to guide advocacy efforts as an organisation
4. Detailed stakeholder mapping and power analysis across:
 - Each technical/thematic advocacy priority
 - The agreed overarching priorities/goals
 - Across global and regional levels (x5)
5. Bringing together and reviewing these analyses to assess where HelpAge sits within the 'ecosystems' we work in and to identify where we can most effectively focus our advocacy efforts as an organisation, including prioritisation of key stakeholders

Interested consultants are welcome to propose methodologies that meet the purpose and scope of the assignment.

Deliverables

The final deliverable for this project will be a draft framework (8-12 pages) comprising the outputs of each of the elements outlined above, developed through a participatory approach, and any recommendations for next steps for implementation.

Time requirement and duration

The consultancy is proposed to end by 30 November 2023.

Skills and experience required

- Primary degree(s) or equivalent professional experience in relevant field(s);
- Demonstrable experience in advocacy strategy development, power analyses and stakeholder mapping, preferably working in large INGOs focused on driving change that benefits people in LMICs;
- In-depth familiarity with the development, human rights and humanitarian field and the main stakeholders therein;
- Demonstrable high level in facilitation skills;
- Strong writing skills in English with a clear, simple writing style.

Safeguarding

HelpAge International is committed to safeguarding the communities with which we work, our partners, staff and any others who we come into contact with. Therefore you will also be responsible for:

- Preventing harm and abuse from our people, operations and programmes, to anyone that encounters our work;
- Reporting all safeguarding incidents you see, hear, hear about or suspect, using our internal reporting mechanism;
- Complying with all safeguarding framework policies and practices
- Completing mandatory training courses relating to our safeguarding policy framework and complying with HR vetting procedures.

Diversity & Inclusion

HelpAge International is dedicated to creating a diverse and inclusive environment for all its employees/consultants while extending the culture of inclusion into our work.

We believe that our workforce should reflect the wide diversity of the communities we serve, and that diverse voices should be elevated and intentionally integrated

into our work. We embrace difference and diversity of identity, experience, and thought, and actively strive for inclusive behaviors across our work regardless of gender, race, disability, age, nationality, ethnic/national origin, sexual orientation, religious beliefs, marital status, pregnancy, social status, and political beliefs.

How to apply

Interested consultants are invited to submit an Expression of Interest (EOI) for delivery of the assignment and 1-2 examples of previous work to **HelpAge-HR@helpage.org** clearly stating the consultancy title in the email subject.

The short EOI (3-4 pages) should include:

- 1) A cover letter addressing the selection criteria above
- 2) Proposed budget
- 3) CV
- 4) Contact information for 3 professional references

Note: Expression of Interest will be reviewed on a rolling basis due to the urgent need to conduct the consultancy therefore we encourage early submissions.