



Call for Proposals

Strategic Planning Consultant

IAFFE's overarching objective is to build a dynamic, inclusive, and truly global network of academics, policymakers, and activists who are committed to creating and putting into practice an intersectional feminist economics to advance social justice, equality and institutional transformation.

Background

The International Association for Feminist Economics (IAFFE) has been at the forefront of advocating for feminist perspectives in economics. As the field evolves and new challenges emerge, there is a need to reassess IAFFE's strategic direction to ensure the association's continued relevance and impact.

The appetite for Feminist Economics is growing, as evidenced by the increasing demand for the events and resources IAFFE offers. This brings opportunities and challenges to which IAFFE wants to respond.

IAFFE has changed significantly over the past 3 years, with a growing and more diverse membership, permanent staff, and capacity to implement grant-funded programme activities. Much of the association's current work is focused on serving its members' needs. Meanwhile, IAFFE's outward-facing, teaching and policy-oriented activities such as Online Events, the Feminist Economics School and the Annual Conference are drawing increasing numbers.

These considerations point to the need for careful strategic planning to ensure that IAFFE emerges from this period of opportunity to its radiant future self. We are undertaking the strategic planning exercise to define IAFFE's strategic objectives and if necessary, to adjust our activities towards that end. The aim is that the association be optimally positioned to serve its membership and to contribute to changing economics in pursuit of social justice whilst remaining true to its academic grounding and to its commitment to a truly inclusive field of economics.

Objectives

This strategic planning exercise aims to define IAFFE's vision, goals, and strategic priorities for the next phase of its development. It is undertaken to review IAFFE's mission and values, to clarify and specify the association's added value, or niche, and to identify what the association wishes to have become and achieved during the 5- 10 years timeframe defined by the strategic planning plan.

The strategic plan that results from this exercise will serve as a reference to guide all of the organization's work. The strategic planning process will serve to generate shared understanding, dialogue, and agreements about IAFFE's mission, values, role and future activities.

Specifically, the strategic planning exercise's objectives are:

- a. To review IAFFE's mission and vision and activities, ensuring alignment with the needs and aspirations of members,
- b. Articulate the outcomes that feminist economists have as goals, that is, the big vision that extends beyond IAFFE's vision,
- c. To identify key strategic initiatives, priorities and goals (existing, or to be created) that serve IAFFE's mission and vision and that will advance feminist economics globally,
- d. To assess IAFFE's current state, including its strengths, weaknesses, opportunities, and threats (SWOT analysis),
- e. To enhance collaboration and communication within the association and amongst members,
- f. To enhance organizational capacity and sustainability to support IAFFE's mission effectively,
- g. To develop an action plan outlining specific initiatives, timelines, and responsible parties,
- h. To develop a LME (Learning, Monitoring and Evaluation) framework to assess, track, and analyze the progress and impact of IAFFE's activities.

Scope

The strategic planning exercise will cover areas including:

- a. Mission, vision, and values,
- b. Strategic objectives of the organization (including IAFFE's capacity to influence economic policy, teaching of feminist economics and the economics profession more generally),
- c. Membership engagement, growth and diversity,
- d. Research and knowledge dissemination,
- e. Influence on the economics profession (academia and policy),
- f. Policy influence,
- g. Teaching of feminist economics,
- h. Organizational governance and structure,
- i. Financial sustainability and resource mobilization.

Methodology

The strategic planning exercise will involve a combination of the following methods:

- a. Review and analysis of IAFFE's strategic documents, reports and external assessments,
- b. Desk-based research on key actors in the field of feminist economics, key spaces where feminist economics is present and spaces where feminist economics could be more visible and impactful,

- c. Surveys of members, partners, allies and other stakeholders (through a combination of online questionnaires, interviews, focus groups and workshops),
- d. Interviews of IAFFE members and other stakeholders,
- e. Participate in or follow closely developments in other areas of IAFFE’s work, particularly the work on identifying Barriers to Feminist Economics,
- f. Benchmarking against other relevant organizations and movements,
- g. Workshops and focus groups to facilitate discussion and idea generation.

Timeline

Milestone	Deadline
Consultant holds initial meeting with IAFFE Strategic Planning Sub-Committee	May 2024
Consultant presents methodology, timeline and inception report	May-June 2024
Consultant reviews documents, collects data, conducts initial interviews	June 2024
Consultant administers initial surveys, undertakes interviews and focus group discussions	June-July 2024
Consultant participates in Rome Conference and Conference-related activities	2-6 July 2024
Consultant participates in Staff & Board Strategic Planning Workshop	2 or 3 July 2024
Consultant administers further surveys, interviews and focus group discussions specifically focusing on under-represented groups and non-IAFFE members	July-August 2024
Consultant presents draft strategic plan document for review by IAFFE	September 2024
Consultant presents revised draft strategic plan	November 2024

The consultant will provide IAFFE’s Managing Director with regular progress reports on a schedule to be determined between them in May 2024.

Deliverables

- a. Member questionnaire/survey
- b. Non-member and key stakeholder questionnaire/survey
- c. Landscape / context analysis
- d. SWOT analysis report
- e. Reaffirmation or proposed change to IAFFE’s vision, mission and purposes
- f. Draft statement of IAFFE’s values for adoption by the Board of Directors.
- g. Definition of outcomes (2025-2030), with strategic goals and priorities for IAFFE
- h. Recommendations for organizational improvements

- i. Draft action plan with timelines and responsible parties (for adoption or amendment by IAFFE's Board of Directors), with performance indicators
- j. Learning, Monitoring and Evaluation Framework.

In addition, the Consultant will keep a running list of any issues that come up in the strategic planning process, but that should be addressed at a different time or in a different setting and share this list with the Managing Director and the Strategic Planning Steering Committee.

Budget

IAFFE will offer the consultant a fee of up to USD 25'000 for the strategic planning exercise, including the final report and deliverables. In addition, IAFFE will cover travel, accommodation and related costs of the consultant's trip to Rome from 1-5 July for IAFFE's Annual Conference and related events. Additional budgetary resources may be allocated for necessary resources such as data collection tools and communication materials, if identified in advance and agreed to by the Steering Committee.

Consultant specifications and how to apply

The successful candidate will:

- have a proven track record in **strategic planning**, preferably within academic, nonprofit or policy settings.
- demonstrate a clear understanding of the **academic landscape**, including the dynamics of academic organizations, funding structures, and collaboration models.
- be able to show understanding of **policy processes** and how to influence them.
- be a feminist or engaged with **feminist** activities, with demonstrable commitment to principles of **social justice, diversity** and inclusion.
- will possess strong **facilitation skills** to guide the strategic planning process effectively. This includes the ability to engage stakeholders, facilitate discussions, and manage group dynamics to ensure productive outcomes (and consensus-building when necessary).
- demonstrate **innovative thinking** and creativity in developing strategic initiatives and solutions tailored to the unique challenges and opportunities that Feminist Economics faces today.

In addition, we will favour candidates who:

- **are** able to undertake purposeful outreach within and beyond IAFFE's core community and will ask how they would proactively seek input from a broad range of key relevant actors and audiences.
- **expertise in organizational development.**

- have lived or worked in more than one country.

- adopt a **collaborative approach** to strategic planning, involving key stakeholders (Board members, active IAFFE members, staff and other stakeholders).
- can work in English and another language widely spoken by IAFFE's membership. (NB the main languages spoken by IAFFE members are English, Spanish, Hindi, Arabic, Portuguese and French).

To apply

To apply, please send one document of no more than 3 pages of A4 to IAFFE's Managing Director, Caroline Dommen (admin@iaffe.org) before 21 April 2024.

The document should set out:

- Your relevant skills and experience that make you well-placed to do this work (this could be your CV),
- A short outline of the approach you would use to do the work,
- How you envisage working with the IAFFE team and what you will need from us,
- Whether you are available to participate in IAFFE's Conference in Rome 1-5 July 2024 (this will be at IAFFE's expense),
- What you see as the risks and challenges of this strategic planning exercise,
- A high-level budget and plan - a simple breakdown of timelines and any additional budgetary requirements,
- Contacts of two previous clients we can follow up with for references.