

TERMS OF REFERENCE (ToR)

REVIEW AND DEVELOPMENT OF TRANSPARENCY INTERNATIONAL GHANA'S STRATEGIC PLAN (2027–2031)

1. Background

Transparency International-Ghana is the local chapter of Transparency International (TI), a global movement dedicated to promoting transparency, accountability, and integrity in all spheres of public and private life. TI-Ghana's mission is to fight corruption and promote good governance through advocacy, research, and citizen engagement. Our vision is a corruption-free society where transparency and integrity thrive. Guided by our core values of integrity, transparency, accountability, independence, and participation, TI-Ghana has been instrumental in advocating for policy reforms, conducting public education on corruption, and strengthening anti-corruption institutions. TI-Ghana has for over two decades advanced transparency, accountability, and citizen participation through policy advocacy, research, coalition building, and institutional reform. As the current Strategic Plan (2022–2026) nears completion, there is a need to assess achievements, challenges, and lessons learned, while aligning future priorities with emerging governance realities such as illicit financial flows, political financing, climate governance, and digital accountability.

To sustain the mission and respond effectively to emerging governance challenges, TI-Ghana seeks to develop a new Strategic Plan (2027–2031) that builds on the successes and lessons of the 2019–2024 Strategic Plan. Accordingly, TI-Ghana is recruiting a highly qualified expert to lead the review of the current Strategic Plan and the development of a forward-looking Strategic Plan (2027–2031) that responds to emerging governance challenges and opportunities; through a participatory and consultative process, ensuring broad stakeholder input and alignment with national and global governance priorities. This process is a critical institutional strengthening intervention to ensure TI-Ghana remains fit-for-purpose, resilient, and impactful.

2. Objectives of the Assignment

The assignment has two primary objectives:

1. Review of Current Strategic Plan (2022–2026)

- **Institutional Performance Review:** Conduct a comprehensive review of TI-Ghana's institutional performance, governance arrangements, and programme delivery under the 2022–2026 Strategic Plan.
- **Vision, Mission, and Strategic Priorities Review:** Facilitate participatory consultations with staff, Board, partners, and stakeholders to critically evaluate and refine TI-Ghana's vision, mission, and strategic priorities.

2. Development of New Strategic Plan (2027–2031)

- **Strategic Plan Development:** Develop a forward-looking Strategic Plan (2027–2031) with clear objectives, an implementation framework, robust monitoring and evaluation mechanisms, and a sustainability strategy.

3. Scope of Work

The consultant will:

1. Review of Current Strategic Plan (2022–2026)

- Undertake Desk Review of organisational documents, policies, and reports.
- Review Implementation of the current Strategic Plan (2022–2026).
- Conduct Stakeholder Mapping and Consultations across government, civil society, private sector, and development partners.
- Facilitate Board and Management Strategic Retreat.

2. Development of New Strategic Plan (2027–2031)

- Draft the Strategic Plan (2027–2031), including Theory of Change, Results Framework and MEAL strategy, and Resource Mobilisation strategy.
- Present Draft Outputs at a validation workshop and incorporate stakeholder feedback.
- Finalise the Strategic Plan for Board approval.

4. Timeframe

The assignment is expected to be completed within 30 working days from the date of contract signing and ready for use by January 2027.

5. Reporting and Deliverables

The consultant will work under the direct supervision of TI-Ghana’s Executive Director and in close consultation with the Board and senior management.

1. Review of current Strategic Plan (2022–2026)

- a. Inception Report – including methodology and work plan
- b. Staff Audit and Assessment – review of the 2022–2026 Strategic Plan implementation
- c. Governance framework, HR, and Institutional Effectiveness Review
- d. Validation Workshop Report – incorporating stakeholder inputs
- e. Strategic Review and Institutional Assessment Report
- f. PowerPoint Presentation – summarising Strategic Review findings

2. Development of New Strategic Plan (2027–2031)

- a. Finalised TI-Ghana Strategic Plan (2027–2031)
- b. Implementation Roadmap and Costed Action Plan – including MEAL framework
- c. PowerPoint Presentation – of the final Strategic Plan
- d. Resource Mobilisation and Sustainability Framework

6. Qualifications and Experience

The selected consultant should have the following qualifications:

1. Advanced degree in Governance, Public Administration, Strategic Management, or a related field.
2. Minimum of 10 years' experience in strategic planning, organizational development, or anti-corruption initiatives.
3. Demonstrated experience in conducting staff audits, institutional assessments, and governance reviews.
4. Proven expertise in facilitating multi-stakeholder consultations and engagements.
5. Strong understanding of Ghana's governance, anti-corruption, and civil society landscape.
6. Excellent analytical, communication, and report-writing skills.

7. Application Process

Qualified individuals or firms should submit the following:

1. Technical Proposal outlining methodology, approach, and work plan.
2. Financial Proposal with a detailed budget.
3. CV(s) of Lead Consultant and Team Members.
4. Evidence of previous similar assignments (e.g., reports, references).

8. Submission Details

Applications should be submitted via email to **jobs@tighana.org** or hand-delivered to the TI-Ghana office **by July 24, 2026**. Only shortlisted candidates will be contacted.

TI-Ghana is committed to diversity and equal opportunity. Female candidates and persons with disabilities are encouraged to apply.