

Terms of Reference for a consultant developing the YSAFE strategy 2023-2028

[YSAFE](#) (Youth Sexual Awareness for Europe) is the network for people aged under 25 who are volunteers in the IPPF European Network's national member associations. YSAFE aims to lead and empower a network of young champions to educate and advocate for sexual and reproductive health and rights (SRHR). Members have a particular expertise in comprehensive sexuality education (CSE) and are first and foremost active in their national organizations. They come together in YSAFE's international spaces to share experiences, build new tools and skills and advocate for young people's needs within IPPF and outside of it.

YSAFE is led by an elected Steering Committee of five young people. This SC are supported by dedicated staff at the IPPF EN Regional Office to plan and deliver annual activities in order to reach the goals set out in YSAFE's multiannual strategy.

Building YSAFE's strategy for the next 5 years

Context

This year, YSAFE must create its strategy for the next 5 years, deciding where we want to go next, how we will get there, and what strengths we will represent, both within IPPF and externally.

We have already held some consultations and conducted an initial analysis of the success of our previous strategy. Our membership have communicated to us clearly that they want YSAFE to intensify its work in promoting intersectionality in feminist spaces, including within IPPF, and in increasing access to transgender-inclusive CSE. We are now looking for a consultant to lead the next part of our process, to help us create a strategy to guide us in achieving these goals and identifying others.

Our expectations for this new strategy :

We are open to new ideas about what a strategic framework can look like and are excited to explore new possibilities for how we structure it. We do have a number of resources that are intended to lay the groundwork for it, produced during earlier consultations. We need to establish a mechanism for its monitoring and evaluation.

Tasks and deliverables

Our consultant will need to propose a process that results in us having a complete strategy document ready to be voted in by our membership in October 2022. We want our consultant to analyze the strengths and weaknesses of our current direction, and propose relevant additional stakeholders to interview. They should compile their findings with the results of our reflections and consultations up until now to propose a strategy document and measures of success that will be of practical use in guiding our decisions over the next 5 years.

The consultant's tasks will include:

- Conducting a desk review to check our existing resources, including an analysis of the previous strategy and reports from regional meetings and surveys
- Identifying the gaps in our inputs, and proposing and leading interventions to fill those gaps
- Taking part in discussions with the YSAFE Steering Committee and seeking feedback from them at each major step
- Leading interview/focus groups, including with missing stakeholders. We imagine : two focus groups, one with alumni and one with current members ; two interviews with Steering Committee members (alumni and current) ; and two to three other interviews with stakeholders such as external groups or IPPF member association youth coordinators
- Designing and delivering a session that will explore a zero draft with YSAFE delegates at the network Annual Meeting and give them a framework for providing a concrete contribution to the development
- Completing a final draft after a second round of consultation and commentary, taking in account all the feedbacks and discussion and including a concrete monitoring and evaluation framework

We expect the consultancy to take 10-12 days.

Deliverable	Expected date
Plan for interviews based on desk review and initial conversations with YSAFE Steering Committee	19th May
Report from desk review, focus groups and interviews	17th June
Outline for session at the YSAFE Annual Meeting	17th June
Zero draft of strategic framework	24th June
Delivery of a session at the YSAFE Annual Meeting	Saturday 2 nd – Monday 4th July, precise time tbc
Final draft of strategic framework incorporating contributions from YSAFE Annual Meeting delegates and other relevant stakeholders	1st September

Consultant profile

Required :

- Previous experience in developing strategic frameworks
- Previous experience creating participatory processes with youth volunteers
- Experience of youth work in the field of sexual and reproductive health and rights
- Good understanding of the contexts of human rights work in different parts of Europe and Central Asia
- Understanding of IPPF's strategy and YSAFE's missions
- Experience of working with non-governmental membership organizations
- Fluency in English

Desirable :

- Aged under 35

Supervision

The consultant will work in close collaboration with the five youth volunteers of the YSAFE Steering Committee, the IPPF EN Youth Lead, Drashko Kostovski and the IPPF EN Programme Advisor for Youth, Catherine Bailey Gluckman

Application

Interested candidates are requested to indicate their interest as soon as possible, and then to send their work plan proposal, including financial proposal indicating daily fee and number of consultancy days per deliverable, detailed CV and examples of similar work done, to both Catherine Bailey Gluckman, Programme Advisor and Drashko Kostovski, Youth Lead at cbgluckman@ippf.org and dkostovski@ippf.org by **09:00 CEST on Monday 9th May 2022**.

If registered please specify your VAT number. If a VAT number is not available, an identification number should be provided (e.g. company number).

Safeguarding

The consultant will be expected to sign and adhere to IPPF's code of conduct and safeguarding on signing the contract. As per our policy on the protection of children and vulnerable adults, they may also be required to undergo a criminal record check.