WEST AFRICA NETWORK FOR PEACEBUILDING (WANEP-NIGERIA)

TERMS OF REFERENCE (ToR)

Consultancy for the Development of WANEP-Nigeria Strategic Action Plan (2026–2030)

Deadline for Submission: 28 October , 2025

1. Background

The West Africa Network for Peacebuilding (WANEP-Nigeria) is one of the largest and most structured peacebuilding networks in Nigeria, working through civil society to promote collaborative conflict prevention, transformation, and peacebuilding. It operates within the framework of the regional WANEP structure, aligned with ECOWAS, the African Union, and other peace and security institutions.

The Strategic Action Plan 2021–2025 provided direction across seven strategic objective fareas, including *Women, Peace and Security; Conflict Prevention and Early Warning; Active Non-Violence and Peace Education; Democracy and Good Governance; Youth, Peace and Democracy; Research and Documentation; and Network Coordination and Institutional Building*. As this plan concludes, WANEP-Nigeria seeks to develop a new Strategic Action Plan (2026–2030) that reflects lessons learned, emerging priorities, and the evolving peace and security landscape.

2. Purpose of the Assignment

The consultancy aims to support WANEP-Nigeria in designing a **forward-looking Strategic Action** Plan (2026–2030) that:

- Aligns with WANEP-Nigeria's mission and the regional WANEP strategic priorities;
- Responds to national peacebuilding needs and Nigeria's changing socio-political dynamics; and
- Integrates learning from the implementation of the 2021–2025 Strategic Action Plan.

3. Objectives of the Consultancy

The consultant will:

1. Review and assess the implementation of the 2021–2025 Strategic Plan, including progress, achievements, and challenges.

2. Conduct an institutional and contextual analysis using relevant frameworks (SWOT, PESTLE, stakeholder analysis, and Theory of Change).
3. Identify strategic priorities and thematic focus areas for 2026–2030 that align with both **WANEP-Nigeria** and **WANEP-Regional** thematic pillars.
4. Develop a draft Strategic Action Plan, including clear vision, mission, goals, strategic objectives, and measurable results framework.

4. Scope of Work

The consultant is expected to:

- Review existing documents, including previous strategic action plans, annual reports, and policy briefs.
- Conduct key informant interviews and focus discussions with relevant stakeholders (Board, Secretariat, State and Zonal Coordinators, partners and staff members).
- Analyse findings to identify key trends, gaps, and opportunities.
- Draft the Strategic Action Plan 2026–2030 with a clear Theory of Change and results framework.
- Incorporate feedback from internal review meetings coordinated by the Head of Programmes and MEAL Manager.

5. Deliverables

1. **Inception Report** detailing methodology, tools, and work plan (maximum five pages).
2. **Draft Strategic Action Plan 2026–2030**, incorporating results framework and MEAL component.
3. **Final Strategic Action Plan (Word and PDF versions)** ready for publication and dissemination.

6. Duration and Timeline

The consultancy is expected to commence in 03 November 2025 and conclude no later than 02 December 2025.

A detailed work schedule with milestones and deadlines will be agreed upon during the inception phase.

7. Consultant Profile

The ideal consultant should possess:

- Advanced degree in Peace and Conflict Studies, Development Studies, Strategic Management, or a related field.
- Minimum of **10 years' experience** in strategic planning, organisational development, or peacebuilding.
- Proven experience with civil society organisations and familiarity with ECOWAS, AU, or UN frameworks.
- Strong analytical, writing, and facilitation skills (in English)
- Ability to deliver under tight deadlines and coordinate with multiple stakeholders.

8. Management and Supervision

The consultant will report directly to the Head of Programmes and work closely with the Monitoring, Evaluation, Accountability and Learning (MEAL) Manager throughout the assignment.

9. Application Guidelines

Interested applicants should submit the following:

1. **Technical Proposal** (maximum five pages) outlining understanding of the assignment, approach, methodology, and work plan.
2. **Financial Proposal** in Excel Format.
3. **Curriculum Vitae** highlighting relevant experience.
4. **Two professional references** from similar assignments.

All submissions should be sent by email to: recruitment-nigeria@wanep.org & cc: wanep-nigeria@wanep.org

Subject line: *Consultancy – Development of WANEP-Nigeria Strategic Action Plan 2026–2030*

Only shortlisted candidates will be contacted.