

Service: Organisational Development Consultant

Project title: Media Futures East Africa Project

Location: Tanzania

Assignment period: October 2021– March 2022

Languages required: English/Swahili

Application deadline: 22.09.2021

## Background

### DW Akademie

DW Akademie is Germany's leading organization for international media development. We support the development of free and transparent media, quality journalism, and offer programs to boost media skills. DW Akademie currently runs media development projects in close to 50 countries on four continents around the world, including long-standing engagements in Uganda.

Our goal is to ensure all humans can express their opinion free from discrimination and oppression and have access to independent sources of information. To strengthen freedom of expression, freedom of the press and the right to access information, our strategies are aimed at the media outlets, media makers and media consumers – supporting structural and sustainable changes to enhance free, independent and plural media landscapes.

In order to do this, five strategic fields are covered: Digital Rights, Innovation for Dialogue, Journalism Education, Media and Information Literacy and Media Viability. The interplay of these diverse approaches enables sustainable structures to be created that are a prerequisite for freedom of expression and access to information. The focus of the following project lies with media viability, explained in more detail below.

### Media Futures East Africa Project (MF EA)

DW Akademie and AKU-GSMC have collaborated in the Media Futures East Africa Project to support informed communities through viable media in East Africa. To this end and through partnerships we will conduct research and training, and carry out acceleration and outreach, for media and other stakeholders. The Media Futures East Africa Project supports media that is free, independent, innovative, evidence-based and committed to society. Overall, the project aims to:

- 1) Bolster the viability of media outlets and
- 2) Galvanize media innovation in East Africa, with a focus not just on creative content but on new and sustainable business models for the future.

Our vision is to create a sustainable support structure particularly for small- and medium-sized media houses to review and optimize their business strategies and develop long-term viability.

For more information on the details of what media viability entails, see [here](#).

### Tanzania Media Foundation (TMF)

TMF is a national level non-governmental organization (NGO), originally incorporated under the 2002 Companies Act, and licensed to operate on Tanzania Mainland since July 2019. It was set up in 2015 to contribute to transparency and accountability through media development work. TMF is committed to advancing the three-fold role of the media as watchdog, agenda-setter and gate-keeper in Tanzania.

The organisation is an implementing partner of the MFEA project in Tanzania in this framework has conducted multiple events, research studies and trainings focusing on media innovation, fact-checking and gender in the media. They have also trained and put to work the country's first cohort of media viability consultants – support small and medium media houses in the country in their survival strategies.

## **II. Scope of work and deliverables**

To support TMF in their own organisational viability, the MFEA project is looking for an organisational development consultant to:

- a) structurally strengthen the partner and
- b) foster the sustainability initiatives carried out by the organisation.

The consultancy shall include the following tasks:

- Identify capacity needs at all levels of the organisation;
- Train the full team on project management and project based financial management;
- Build team capacity on resource mobilization;
- Build team capacity on consultant management;
- Assess the functionality of the developed policies and ensure full operationalisation;
- Assess individual and group strengths to harness value-based team productive synergies;
- Develop concrete solutions for at least 2 concrete organisational challenges;
- Facilitate completion of organizational constitution and NGO legal compliance in Tanzania.

Key deliverables include, but are not limited to:

- Inception report
- Change workshop & documentation
- Final report

Additional deliverables will be identified in collaboration with TMF, following the inception report.

## **III. Timelines**

The consultation mechanisms are envisioned to take up to **28 days** (20 action days and 8 preparation days) between October 2021 and March 2022. Criteria for selection are outlined below.

#### **IV. Evaluation criteria:**

Proposals will be evaluated according to the following criteria:

- Extensive consultancy & facilitation experience in organisational development and leadership management (incl. use of specific tools & techniques);
- Sound knowledge of the Tanzanian journalism landscape;
- Sound Knowledge in organisational audit and change-management orientation;
- Extensive experience in performance management and talent development;
- Good understanding of the media development sector in East Africa;
- Detail orientated, flexible & outstanding experience of sustainable business model development for social impact organisations

#### **IV. Required documents**

To apply please submit the following documents by latest 22.09.2021 to dw-akademie.media-futures@dw.com

- Letter of application outlining the suitability according to the above-mentioned criteria
- Updated CV
- Daily rate including VAT in Euros