



Terms of Reference (ToR)

Review and Development of Child Rights Coalition Cambodia's (CRC-Cambodia) Strategy for Fiscal Year 2026 to 2030

1. Background

Child Rights Coalition Cambodia (CRC-Cambodia) is a leading organization committed to the protection and promotion of children's rights in Cambodia. As part of our ongoing commitment to improving the lives of children and ensuring their rights are upheld, we seek to review and develop a comprehensive strategy for the fiscal years 2026 to 2030.

2. Objective

The primary objective of this consultancy is to review the existing strategic framework, evaluate its effectiveness, and develop a robust, forward-looking strategy for CRC-Cambodia for the period of 2026 to 2030. This strategy should align with national and international child rights standards and address emerging challenges and opportunities.

3. Scope of Work

The consultant will be responsible for the following tasks:

⊕ Review Existing Strategy

- Conduct a comprehensive review of CRC-Cambodia's current strategy (2020-2024).
- Evaluate the effectiveness, strengths, and weaknesses of the current strategy.
- Gather feedback from key stakeholders, including staff, partners, beneficiaries, and donors.

⊕ Situational Analysis

- Conduct a situational analysis to understand the current landscape of child rights in Cambodia.
- Identify key trends, challenges, and opportunities that may impact CRC-Cambodia's work over the next five years.
- Analyze internal and external factors, including political, economic, social, and technological environments.

⊕ Strategy Development

- Define clear strategic goals and objectives for the period 2026-2030.
- Develop a detailed action plan, including timelines, resources, and responsibilities.



- Outline monitoring and evaluation frameworks to assess progress and impact.

⊕ **Draft and Finalize Strategy Document:**

- Prepare a draft strategy document and present it to CRC-Cambodia for feedback.
- Incorporate feedback and finalize the strategy document.
- Develop an executive summary and presentation for dissemination to stakeholders including children and youth.

4. Methodology

- Each task specified above should be informed by a desk review and consultations with a broad range of stakeholders, including government agencies, civil society organizations, donors, children, youth and communities.
- Organize and facilitate workshops, focus groups, and interviews to gather input and perspectives.

5. Deliverables

- Comprehensive review report of the current strategy (2020-2024).
- Situational analysis report.
- Summary of stakeholder consultations.
- Draft strategy document for 2026-2030.
- Final strategy document, including an executive summary.
- Presentation materials summarizing the strategy.
- A child and youth summary of the strategy should be provided in both Khmer English version whereas other deliverables should be provided in English.

6. Timeline

The consultancy is expected to be completed within December 2024, e.g., 06 months, starting from late of June 2024 to December 2024. Key milestones include:

- Inception meeting and work plan development: July
- Review of current strategy and situational analysis: July-August
- Stakeholder consultations: August-September
- Draft strategy development: October-November
- Feedback incorporation and finalization: December

7. Consultant Qualifications

The consultant or consulting firm should possess the following qualifications:

- Advanced degree in social sciences, international development, public policy, Child/Youth and Human Rights, or a related field.
- Minimum of 09 years of experience in strategic planning, preferably in the context of child rights or human rights.
- Demonstrated experience in conducting organizational reviews and situational analyses.
- Strong facilitation and stakeholder engagement skills, including with children and youth.



- Excellent analytical, writing, and presentation skills.
- Knowledge of the Cambodian context and the child rights landscape is highly desirable.
- Fluency in English; knowledge of Khmer is an advantage.
- Do not have any history of child abuse, **PSEA**, and say no to child abuse.

8. Application Process

Interested consultants are invited to submit the following documents:

- A cover letter detailing their understanding of the assignment and relevant experience.
- A detailed work plan and methodology, including timelines.
- Curriculum vitae (CV) of the consultant(s) involved.
- A financial proposal, including a breakdown of costs and taxation.
- Examples of similar work completed previously.
- Applications should be submitted by **08 June 2024** to info@crc-cambodia.org AND pd@crc-cambodia.org .

9. Evaluation Criteria

- Applications will be evaluated based on the following criteria:
- Relevant experience and qualifications (30%)
- Proposed methodology and work plan (30%)
- Financial proposal (20%)
- Quality of previous work (20%)

10. Contact Information

For further information or inquiries, please contact:

- Name: Mr. Neang Visal, Program Director
- H/P: +855 16 849 639
- Email: pd@crc-cambodia.org

CRC-Cambodia is committed to a policy of equal opportunity and non-discrimination for all individuals regardless of race, religion, gender, sexual orientation, age, disability, or any other characteristic. We look forward to receiving applications from qualified consultants dedicated to advancing the rights and welfare of children in Cambodia.