

Terms of Reference

The Robert Bosch Stiftung seeks to contract up to five consultants to facilitate the Strategy Development process for the new topics in its focus area

“International Understanding and Cooperation”
as well as for the new department

“Strategic Partnerships and Robert Bosch Academy”

Background

The Robert Bosch Stiftung (RBSG) is one of Europe’s largest foundations associated with a private company. It is non-partisan, operational and grant-making. Based on the legacy of its founder, the Robert Bosch Stiftung is active in the areas of health, science, society, education, and international understanding and cooperation. For more information, please visit our website at www.bosch-stiftung.de/en.

In early 2018, RBSG embarked on an extensive strategic review of its international portfolio, which comprises approximately 50% of the foundation’s overall activities.

Starting in 2020, RBSG’s focus area “International Understanding and Cooperation” will be comprised of these topics:

Conflict,
Climate Change,
Migration and
Inequality.

Between December 2019 and April 2020, four newly formed teams will develop respective strategies for grant-making as well as operational activities within these topics. RBSG is seeking one or multiple consultant(s) to accompany the development of the strategies through advice on methods and process facilitation. Their work will be complemented by inputs from external experts and third parties with extensive knowledge of the respective topics.

Furthermore, the foundation will create a new department “Strategic Partnerships and Robert Bosch Academy”. It will unite the Robert Bosch Academy, all strategic cooperation with think tanks and its programs geared toward political decision makers. This new department seeks the fifth consultant specialized in organizational development and will focus on providing assistance with leveraging synergies both within the department’s various teams and the foundation as a whole.

Purpose and scope of work

The consultant(s) will accompany the RBSG strategy development team(s) in developing a systems change approach (incl. a theory of change) for the respective topics/teams by **facilitating a team-led process** with the objective to:

- define and agree on long- and mid-term goals,
- analyze developments within the selected topic areas,
- engage in joint sense-making,
- develop ideas for interventions and pilot projects within the topic areas,
- develop a concept for monitoring, evaluation, accountability and learning along the process
- ensure that the knowledge on strategy development, theory and methods becomes institutionalized in a manner that enables the teams to continue to develop and adjust their strategy beyond the scope of this assignment.

Ideally, consultant(s) will have an understanding of key global developments and debates in at least one of the respective topics. The consultant(s) will function as a first sounding board for the (interim) results produced by the team(s).

The consultant(s) will offer a combination of face-to-face sessions in Stuttgart (or Berlin) and conference or video calls. Moreover, the consultant(s) will be available at regular intervals for questions or feedback via phone or email from the team.

Time frame

The duration of the assignment is 6 months, starting December 01, 2019 at the latest. The assignment should be completed within a maximum of 12 consulting days per topic.

The five topics/teams are:

1. Conflict
2. Climate Change
3. Migration
4. Inequality
5. Strategic Partnerships and Robert Bosch Academy

Qualifications

The consultant(s) shall possess the following minimum qualifications:

- In-depth understanding of Systems Change approaches and Theory of Change development, including the ability to apply key tools, concepts and processes for thinking about, and engaging with, complex systems
- Proven track record and at least 6 years of experience in strategy development for non-profits
- Proven track record in facilitation of strategy development processes
- Ideally, proven expertise and experience working in one or more of the new topics of RBSG: conflict, climate change, migration and inequality.
- Ability to facilitate the process in German and/or English
- Minimum MA degree or equivalent.

Expression of Interest

Consultant(s) who meet the qualifications, skills and requirements mentioned above should submit an **expression of interest (Eoi)** to accompany the strategy development for **one, two, three, four or all five indicated topic(s)**. Please specify the topic(s) you are bidding for in the title of your Eoi. Both individuals and organizations can submit Eoi.

The Eoi should include the following:

- Curriculum Vitae of the consultant /each person on the consultant's team including credentials from past assignments
- Organizational profile (if relevant)
- Short cover letter incl. your understanding of the assignment and the relevance of your experience to the assignment (max. 1 page)
- Outline of approach and methodology (max. 2 pages)
- Detailed work plan and related budget, assigning number of hours/days per person to each deliverable proposed

Please send your Eoi or any questions you may have to Ms. Carolin Wattenberg (carolin.wattenberg@bosch-stiftung.de).

Eoi are welcome in English or in German.

Deadline for submitting the Eoi: November 4, 2019