



WILDLIFE CLUBS OF UGANDA (WCU)

CALL FOR CONSULTANT TO DEVELOP A STRATEGIC PLAN FOR WCU (2023 – 2027)

The Wildlife Clubs of Uganda is looking for a consultant/team to lead the development of a Strategic Plan for the period 2023 – 2027 (5 years).

The expected start date for this consultancy is 1st December 2023.

Completion date: 31st January, 2024.

1. INTRODUCTION

Founded in 1975, the Wildlife Clubs of Uganda (WCU) is a country-wide association of young people's environmental clubs that are committed to the conservation of Uganda's natural heritage and the wise use of environmental resources. WCU was founded as a non-religious and non-political association that does not discriminate in its membership based on gender, ethnicity, religion, or political differences.

The mission of the Wildlife Clubs of Uganda is to educate the population to ensure the sustainable use of Uganda's natural resources and to conserve the country's wildlife heritage for the present and future generations.

Objectives of Wildlife Clubs of Uganda include:

- i. To cultivate a desire for environmental conservation amongst the people of Uganda and East Africa as a whole.
- i. To promote the appreciation and scientific study of the country's wildlife and the environment.
- ii. To promote the realization of the economic, recreational, and aesthetic values of the country's natural resources.
- iii. To improve cooperation with other organizations having similar objectives both inside and outside Uganda.

1.1 Background

Since 1975 WCU has been leading in conservation education to help Uganda's future leaders understand nature and increase their ability to use resources wisely. Around 2015 -2020 the WCU developed a Strategic Plan. The Plan has since expired or we don't have any.

Some of WCU's programs and activities include; annual competitions, wildlife club conventions, mobile education, wildlife camps, conservation seminars and workshops, and publications, regreening schools, establishing tree nursery beds, nature talks, excursions, research, grooming environmental champions, and policy advocates among others.

1.1.1 Membership:

WCU's membership, which started as school groups, has now grown to include honorary members, Associate members, adult groups, and corporate members. School members include primary schools, secondary schools, and tertiary institutions.

1.1.2 Areas of Focus

The Clubs operate under four broad thematic areas namely; Conservation, Education, and Public Awareness of Learners in Uganda and East Africa through partnerships, seeking funding through grant research proposals, donations, and sponsorships of WCU Programs.

WCU operates within school-based clubs across Uganda. WCU is a registered Trust with its headquarters in Kampala at UMA Show Grounds Plot 33/55 Lugogo. The Clubs also have a Regional Office in Kisoro and intend to set up a tripartite office at the Uganda Wildlife Conservation Education Center in Entebbe. The desire is to expand and broaden operations across the country. WCU is registered as a not-for-profit organization with over 12,000 mainly school-based clubs.

2. PURPOSE

The WCU is seeking the services of a consultant to develop a five-year Strategic Plan and Business Strategies for the period 2023 to 2027, to define the future direction of the WCU, and to reach out to more members under school clubs, individual, and group, associate, and corporate members. WCU further intends to broaden its operations and position itself as the leading environmental conservation education and public awareness organization that will effectively respond to new environmental challenges and bridge the gap between formal and informal learners to protect nature. The consultant will also offer expertise, support, and recommendations.

3. CONSULTANCY PERIOD

The duration of the consultancy is a maximum of 60 days from 1st December 2023 - to 31st January 2024. Assignment to be completed before 31st January 2024.

4. IMPLEMENTATION ARRANGEMENTS

The WCU will provide the consultant with all necessary support, including providing relevant documents and logistical support; assisting in arranging meetings with other actors; arrangements for online meetings, and teleconferencing where applicable.

5. QUALIFICATIONS

- I. The ideal firm should be constituted of highly skilled, motivated, and experienced experts capable of working independently to deliver the assignment. The team should have:
- II. A team leader with at least an MSc or advanced degree/PhD in natural resource management, economics, and environmental/natural resource economics;
- III. A biologist or environmentalist with a degree in biological sciences, or environmental management.
- IV. Proven individual experience in handling similar assignments;
- V. Understanding environmental, conservation, and wildlife policy in Uganda will be an added advantage.
- VI. At least 5 years of experience with Strategic Planning; experience in organizational and change management an advantage
- VII. Good knowledge of the Uganda Environmental Education Landscape. Solid knowledge of the Uganda Environmental Education Process, key actors involved, and their roles.
- VIII. Excellent writing skills
- IX. Ability to take the lead and responsibility for planning, and delivering high-quality work, within the agreed time-frame
- X. Fluency in English (written and spoken)
- XI. Strong communication and interpersonal skills, sensitivity, and attention to detail.
- XII. Demonstrated research experience.

XIII. Interested consultant(s) will be requested to share previous research/analysis that they have undertaken and/or previous work samples. Previous strategic plan samples in similar work in Uganda will be considered an asset.

6. DELIVERABLES

1. Draft Report / Strategy Document, including submission of raw data e.g. photos, data files, GIS maps, etc.
2. Final comprehensive Report in both hard and electronic copy (after validation and presentations).
3. Costed implementation, monitoring, and evaluation plan for the Strategic Plan.

7. STRATEGIC PLANNING PROCESS

Under the overall guidance and direct supervision of the Executive Director, the consultant will work closely with the WCU secretariat, who will ensure consultation with and advice from, the General Assembly, Members of the Board of Trustees, Regional Coordinators, Patrons, and other stakeholders, on the overall direction and long-term plans and goals. In addition, the process will involve eliciting input MDAs.

NOTE: The consultant is advised to consider effective communication in presenting the reports such as visualization of findings (graphs, pictures, Infographics, etc).

8. APPLICATION PROCESS

The WCU invites expressions of interest from interested parties with the required skills and experience.

The expression of interest should comprise:

- ✓ A broad outline of the approach that you would use (2 pages max)
- ✓ Capacity and experience to meet the requirements of the ToR (short CV).
- ✓ A statement on relevant previous experience.

- ✓ An indicative budget covering daily rate(s). Rates should be in UGX or Dollars and inclusive of VAT.

9. REPORTING

Under the overall guidance and direct supervision of the Executive Director, the consultant will work closely with the WCU secretariat, who will ensure consultation with and advice from, the General Assembly, Members of the Board of Trustees, Regional Coordinators, Patrons, and other stakeholders, on the overall direction and long-term plans and goals. In addition, the process will involve eliciting input from MDAs. The consultant shall present the reports and other relevant deliverables to the client (WCU) addressed to;

Executive Director

Wildlife Clubs of Uganda

Plot 33 / 55 UMA Show Grounds Lugogo

P.O. Box 4596 Kampala Uganda

Expression of interest should be sent electronically to wclubsofuganda@gmail.com and copied to ed@wildlifeclubsofuganda.org

The deadline for applications is **20 November 2023**.

We regret that only short-listed candidates will be contacted.