ORGANIZATIONAL REVIEW OF THARDEEP RURAL DEVELOPMENT PROGRAMME (TRDP)

Background

Thardeep Rural Development Programme (TRDP) is a PCP certified non-governmental organization registered under the Societies Act with an independent Board of Directors.

TRDP’s core rural development programme includes (1) Social Mobilization to organize rural communities as capacitated partners in development, (2) Social Protection (focused on the poorest, women and working children), (3) Poverty Reduction and Livelihood Support (through Natural Resource Management, Microfinance & Enterprise Development and Human Resource Development), (4) Social Services Sectors (access to Education, Health, Water Supply and Sanitation), and (5) Disaster Preparedness & Management.

The organization evolved from a 1987 drought relief project in the Tharparkar Desert of Sindh, which brought into focus the plight of the poor and provided relief for families suffering from malnutrition and food shortage. Compelled by the success of the relief project and the needs of the local communities, TRDP was set up as a local NGO with its head office in Mithi, Tharparkar in 1998. TRDP has since extensively expanded operations in both depth and scope and now works in the arid zones of Sindh with over 450,000 households in Districts Tharparkar, Umerkot, Dadu and Jamshoro.

Organization Mission

Enlarging the choices of marginalized people, focusing on women and working children and to achieve greater impact on reducing poverty by working with all stakeholders

TRDP has to coordinate, develop and implement a strategic, multi-sector, and multi-disciplinary approach to Rural Development through working with all stakeholders including international donor agencies, government, civil society and poor communities.

TRDP’s all these activities are ultimately meant to contribute to poverty reduction.

Objectives of Assessment:

The objectives of the Organisational and Management Capacity Assessment of TRDP are to assess its organisational capacity and project design, and the management and delivery capability of TRDP. Specific focus shall be on the areas of project startup and execution, compliance with contractual requirement, absorptive capacity analysis, human resources, procurement, information technology, sub-awardee/sub-grantee assessment and monitoring, financial oversight and management and effectiveness of M & E systems. The assessment report shall comment on whether TRDP has an acceptable organisational, governane and management structure to manage and monitor programs/projects, in context of organisational strength, quality of staff and other systems of internal control, quality assurance capabilities, results definition, measurement, recording and reporting, as well as acceptable policies, procedures and practices which:
i. can meet project goals and objectives;
ii. can adequately safeguard, monitor and efficiently utilize resources;
iii. can obtain, maintain and fairly disclose reliable data and information;
iv. can execute its fiduciary responsibility to execute projects;
v. can ensure the institutional framework for sustainability; and
vi. can comply with applicable laws and regulations.

The report shall also provide constructive recommendations to address the weaknesses identified during our assessment.

**Scope of Work:**
Scope of the assignment shall be to:

a. provide an in-depth analysis of the underlying causes of any management capacity weakness;
b. define a basis for reform sequencing or setting priorities and weighting them in terms of importance;
c. suggest most efficient risk mitigative strategies; and
d. identify the areas where organisational controls, processes and procedures need to be strengthened.

**OUTPUTS/EXPECTED DELIVERABLES**

- Deliverable 1: Inception report detailing the consultant understanding of the task and the methodology to be employed to complete the task;
- Deliverable 2: Detailed draft report describing the current capacity of TRDP and proposed as per the objective and outcomes of the assignment;
- Deliverable 3: Final report (after including TRDP’s comments/input if any)

**APPLICATION PROCEDURE**
Qualified and interested candidates are hereby requested to apply (either as a team or individually). The application should contain the following:

- A technical proposal with brief description of why the individual considers him/herself as the most suitable for the assignment, and a detailed clear methodology, on how they will approach and complete the assignment; a duly accomplished;
- The technical proposal should also contain personal CV, indicating education background/professional qualifications, all past experience, as well as the contact details (email and telephone number) of the candidate and at least three (3) professional references for completed similar kind of assignments;
- Financial Proposal that indicates the all-inclusive fixed total contract price, supported by a breakdown of costs separately including travel and accommodations.
Qualified and interested candidates may apply (either as a team or individually) as per guidelines written in APPLICATION PROCEDURE of ToRs by CoB December 30, 2015 in an envelope/Email clearly marked subject “Consultant/Firm Required for TRDP Organizational Review” at the address given below:

Manager Administration  
Thardeep Rural Development Programme (TRDP)  
Near Dargah Hussain Shah, Siran, Mithi, Tharparkar.  
Telephone: 0232-261462, 261661  
Email: consultancy@thardeep.org  
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