

Call for applications

Consultants for Change Programme (C4C)

Developing a cadre of specialist NGO consultants

Are you an international development consultant or aspiring to become one?

Do you want to benefit from free training to improve your professional skills and knowledge for the benefit of civil society in your country?

INTRAC is offering a unique funded training opportunity to a selected group of participants for the Consultants for Change Programme (C4C), an innovative and participatory professional development programme for civil society professionals.

The aim

C4C aims to develop a cohort of individuals to provide sustainable development consultancy services to NGOs in their own countries. The programme will offer places to nationals of Indonesia, Kyrgyzstan, Lebanon, Tanzania and the Occupied Palestinian Territories.

Successful applicants will be offered the chance to participate in a facilitated learning process which will allow individuals to reflect on their own practices and to access training and mentoring support.

Who is the programme for?

Whether you are just starting out in international development consultancy work or have several years of experience, this programme could be for you. We are looking to select a cohort with varying experience levels. What we ask of you is that you share our commitment to developing the civil society sector in your country along with an openness to learning from our trainers as well as your peers both old and young.

What will the programme cover?

Upon completing the programme participants will:

- Understand the value, role and contribution of consultancy to civil society and NGO strengthening and improvement.
- Have a core understanding of the processes of consultancy, best practice and the qualities of a good consultant.
- Have acquired the core skills for managing a consultancy assignment competently and deliver outcomes to a high standard. These outcomes could include assessments, evaluations, workshops and seminars, consultation and review.
- Have the skill and knowledge to engage a client in a process of organisational change and development where the client and their respective stakeholders own and drive the process of change.
- Have gained the awareness and skills for doing their own learning, personal critical reflection and self-development



How is it structured?

C4C is a part-time 15 month funded professional development programme for aspiring and established consultants working with non-governmental/civil society organisations (NGO/CSO). The schedule will be confirmed following the interview stage. A timetable is outlined below:

October 2016	January 2017	July 2017	October – December 2017
MODULE 1	MODULE 2	MODULE 3	6 months to complete written practitioner assignments
A range of learning activities will run throughout the programme including action learning sets, mentoring sessions, self-study and practical assignments to put your learning into action in your workplace or consultancy assignments.			

Working together for a stronger civil society

INTRAC has 25 years' experience as an international civil society support organisation. We [provide consultancy services](#) around the world for major international NGOs, national NGOs, other support organisations and donors. Through our own experience, we have developed a depth of knowledge about how to win, plan and implement effective consultancy work. We passionately believe this can make a real difference to civil society, which is why we want to develop consultancy capacity in your country.

We have previously run successful consultant development programmes. We have a host of experienced trainers and development practitioners who will contribute and guide you through the programme providing valuable insights into how international development consultancy works. You will benefit from a fully funded training programme delivered in English with international travel, visas and accommodation covered by the programme. You will be responsible for covering local travel expenses.

Time commitment for participants

Through the 15 month C4C programme, participants will:

- Attend three full-time residential training courses, totalling 4 weeks, for which international travel, visas, accommodation and meals will be covered
- Spend up to 6 days participating in action learning sets and webinars between the residential training courses
- Undertake up to 8 hours of self study per week which can be completed in your own time at weekends or evenings as you chose
- Be matched with mentors who will guide and support the participants to develop skills, experience and knowledge
- Spend up to 25 days on practical assignment work during the programme which you will fulfil through your existing work or consultancy commitments
- Commit to providing up to 15 days consultancy support to local CSOs in the 12 months following the programme



Eligibility

To be eligible to apply for this programme you must meet the following requirements:

- Citizenship of Indonesia, Lebanon, Tanzania or the Occupied Palestinian Territories (OPT).
- Attend 4 weeks of face-to-face training outside of your country. This element cannot be completed remotely. Attendance is a requirement of the programme.
- Educated to tertiary level (completion of a university undergraduate degree)
- A minimum of 4 years' experience of working with non-governmental/civil society organisations
- Professional working proficiency in written and spoken English. No formal qualification is required but as a guide we expect you to achieve 6.5 in [IELTS](#).
- Professional working proficiency in the major local language
- Professional working proficiency in computer skills (MS Word, PowerPoint, Excel) as well as access to a computer and the internet

Selection criteria for applicants

There are a limited number of places available for this programme. Applicants will be short-listed and assessed at interview based on the following criteria, please be sure to clearly articulate how you meet these criteria in your application:

Core attitudes

- Commitment to civil society
- Integrity
- Openness to learning

Core competencies

- Analytical skills
- Communication skills
- Interpersonal skills
- Prior knowledge and experience in one of these specialist areas: Organisational Development; Project Design & Monitoring; Monitoring & Evaluation/Impact Assessment; Advocacy & Policy Influencing; Fundraising; Financial Management

Application process

If you are interested in taking part in this programme, please apply by completing this [online form](#) by the country specific deadline below. Only short-listed candidates will be contacted by us to arrange a time for interview ahead of the interview date.

Country	Closing date	Interview date (location)
Kyrgyzstan	Applications closed. Recruitment concluded in March 2016.	
Lebanon	Midday GMT on 30 March 2016	Week of 11 April 2016 (Beirut)
OPT	Midday GMT on 30 March 2016	Week of 18 April 2016 (Ramallah or Al Ram to be confirmed)
Indonesia	Midday GMT on 27 April 2016	Week of 9 May 2016 (Jakarta)
Tanzania	Midday GMT on 11 May 2016	Week of 23 May 2016 (Dar El Salaam)

For further inquiries, contact:

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