



Organizational Development Consultant, Ethiopia

Company Profile: Management Systems International (MSI) is a global international development firm based in Washington, D.C. providing specialized short- and long-term technical assistance. In 2008, MSI joined Coffey International, Ltd., becoming part of Coffey International Development, a global international development consulting firm. Together with Coffey ID, MSI now has more than 1,500 development professionals worldwide, a corporate presence in 11 countries and manages more than 200 projects worldwide. It currently manages more than 20 long-term projects in countries including Iraq, Sudan, Colombia and Russia. Broadly, MSI implements a range of analytical and field projects in its core technical areas, including democracy and governance, strategic management and performance improvement, organizational capacity building, human development and natural resource management. For more information on MSI, please visit our website at www.msiworldwide.com.

Project/Proposal Summary:

MSI is providing organizational development support to the Population, Health, and Environment (PHE) Ethiopia Consortium (<http://www.phe-ethiopia.org>) to accomplish two goals. The first is to help PHE-Ethiopia maximize the use of the internet to enhance its ability to serve current members and partners and to attract new ones. The second is to sensitize PHE-Ethiopia Consortium membership and partners about network developments in terms of additional access to both online and hard-copy resources and information, and how (while not mandatory) the internet/email can provide easy access to those things and many others.

Position Summary:

MSI seeks an Organization Development consultant to provide technical assistance to the Population, Health and Environment (PHE) Ethiopia Consortium in order to develop a sustainability plan to maintain and develop the network's online capacity building resources and networking. From June through the end of October 2010, this person shall be available for a total of approximately 14.5 days and shall take responsibility for coordinating and directing the overall sustainability strategy effort, ensuring that it is realistic and implementable, and that PHE Ethiopia Consortium is prepared to continue the effort at the end of the consultancy.

Responsibilities:

The consultant will help identify network members' needs and develop a long term strategy that creates a timely, updated and useful "living" resource for network members to develop and maintain their skills and knowledge regarding PHE integration. Key components would include:

- Assist in developing initial training sessions for network members on online resources and networking
- Identification of network members' knowledge, skill and resource needs in order to utilize online resources and networking
- Partnering with PHE Ethiopia Consortium to develop a long term sustainability strategy and strategic document for the online resource.

This consultant would work with the stakeholders in drafting the sustainability strategy which would outline the overall objectives, outcomes, strategies to achieve the outcomes/goals, and funding requirements for implementation. This discussion could include scaling up the variety and type of online capacity building resources available to network members as their use increases. It could also define and begin the process of helping PHE Ethiopia Consortium support members in increasing their internet availability and use among staff. The strategy will outline the objectives for this project, the activities to be carried out, desired outcomes and of course ways to make it sustainable.



To encourage PHE Ethiopia members to utilize the capacity building and online networking resources, six sensitization sessions will be completed in 5 locations (Tigray, Bahir Dar, Hawassa, Jimma and Addis Ababa). The consultant will help the team prepare for the sessions, accompany the team and help ensure that questions are answered, discuss with members their skill needs and overall online resource needs, and will be responsible for helping the team translate their learnings into their own action steps for the strategy.

Qualifications:

The consultant shall possess a professional background in organization development, with strong experience in strategic planning and familiarity with online networking and capacity building S/he should have a minimum of 15 years experience working with organizations in transition on a range of development and change processes.

Only candidates who have been selected for an interview will be contacted. No phone calls, please.

To apply, please visit our website: www.msiworldwide.com.