



CONSULTANCY OPPORTUNITY

TANZANIA MIDWIVES ASSOCIATION (TAMA)

CONSULTANCY TO SUPPORT TAMA IN DEVELOPING A COSTED ORGANIZATIONAL IMPROVEMENT PLAN (OIP)

TAMA invites **qualified individual consultants or consulting firms** to submit proposals to support the development of a **costed, practical and time-bound Organizational Improvement Plan (OIP)** based on capacity gaps identified through the **Midwifery Association Assessment and Capacity (MAAC) Assessment**.

Key Areas of the Consultancy

The consultant will support TAMA to:

- Review and disseminate MAAC assessment findings.
- Facilitate stakeholder consultations and prioritization of capacity gaps.
- Conduct root-cause analysis and consensus-building.
- Develop a **costed Organizational Improvement Plan and implementation roadmap**.
- Develop an **M&E framework** with indicators, targets and responsibilities.
- Facilitate validation and finalize all deliverables.

Key Qualifications

Applicants should have:

- Advanced degree in Organizational Development, Public Health, Health Systems, Management, Strategic Planning, Governance, M&E or a related field.
- **At least 7 years' relevant experience** in organizational development, institutional strengthening, strategic planning or association development.
- Experience working with **professional associations, CSOs, health institutions or membership-based organizations**.
- Strong skills in facilitation, stakeholder engagement, analysis, costing and report writing.
- Experience in **midwifery, maternal and newborn health or health systems strengthening** is an added advantage.
- Excellent English; Kiswahili facilitation skills are desirable.

Application Requirements

Submit:

- ✓ Technical Proposal
- ✓ Financial Proposal
- ✓ Updated CV(s)



- ✓ Organizational profile, where applicable
- ✓ Evidence of at least **three similar assignments**
- ✓ At least **two professional references**

Duration: 12 weeks

Assignment Period: 14 September – 6 December 2026

✉ **Submit applications to:**

alindahilda@yahoo.com

info@tama.co.tz

Subject: *CONSULTANCY TO SUPPORT TAMA IN DEVELOPING A COSTED ORGANIZATIONAL IMPROVEMENT PLAN*

📅 **Deadline:** **4 October 2026**

Late or incomplete applications may not be considered.

📄 For full requirements and scope of work, please refer to the Terms of Reference (ToR) attached in TAMA Website <https://www.tama.co.tz/>