



Terms of Reference

Irise & IIEA - Exploring our Global Partnership for Menstrual Justice

[Irise International](#) and [Irise Institute East Africa \(IIEA\)](#) are seeking the support of an independent consultant/s to facilitate a process to reflect on our partnership and explore how our joint global strategy will evolve in the coming years. The ideal candidate will bring an intersectional, anti-colonial and feminist approach to this work.

Irise International and Irise Institute East Africa are two independently registered organisations, each with their own governance structures, united in a “sisterhood” dedicated to advancing global menstrual justice. We are bound together by a historical relationship which spans more than a decade, where now the original founders, leadership and board members have largely transitioned away. The partnership is currently governed by a [Global Strategic Framework](#) which is due for revision this year, presenting an important opportunity to create space to explore each organisation’s perspectives, hopes and vision, both as independent organisations, and together as a sisterhood.

Background: Irise International has just one member of staff - a (newly appointed) CEO based in Sheffield, UK, whilst IIEA has a team of 10 staff based across Kampala and Jinja in Uganda. Whilst both organisations secure income independently of each other, around half of IIEA’s income is regranted via Irise International for work across Uganda and more widely across East Africa via [The Period Equality Network](#). The grants consist of a mix of long-term donors who support the organisations collectively for their work driving menstrual justice globally, as well as others who specifically fund the work in Uganda but must fund via a UK institution. Irise International invests in a UK-based grant writer to support the development of funding proposals and currently the Irise International CEO is ultimately responsible for the financial oversight and reporting of these funds, though they work collectively to produce reports. The two organisations hold an annual Grant Agreement, work plan and appendices which is reviewed quarterly before the next tranche of funding is released. Irise and IIEA deliver joint advocacy to drive menstrual justice which includes the publication of joint research and co-hosting sessions at global convenings. Each year they host an online ‘Irise Global Gathering’ to reflect on their independent and collective achievements and co-host sessions at various global convenings.

The Scope of Work: The consultant will facilitate a deep listening process to reflect on the decade-long partnership between Irise and IIEA, before building a vision for the coming 5 -10 years. We are open to whether this would be online or in person (in UK/ Uganda) depending on the location and interest of the consultant to travel. The process will culminate in the co-production of a new guiding document and plan which provides a foundation for the partnership’s future.

- **Reflecting on the Journey So Far**
 - Facilitate a process of reflection and storytelling with Irise and IIEA’s governance, leadership, staff, and wider teams, incorporating insights from key allies and donors. Through the creation of a safe space, we will reflect honestly on the partnership’s journey over the last decade - celebrating success, while also exploring areas of tension.

- **Defining a Shared Vision and Roadmap to 2030 and beyond**
 - Facilitate a process with Irise and IIEA leadership to share perspectives on what we collectively want the partnership to look like in five or ten years time, and importantly, co-produce a roadmap of how we will get there. This work should take into consideration the ambitions and realities of both organisations, but should also allow deep consideration of the wider system and structures in which we operate.
 - Develop a set of shared values and accountability mechanisms to inform and guide the partnership along this roadmap.

- **Resourcing the Collective Vision**
 - Using co-creation, explore potential funding opportunities and donor strategies to support the vision, aligning this with the roadmap with clear roles and responsibilities for both organisations.

Deliverables:

- **Implementation Plan:** In the first weeks, a clear plan for the proposed work should be shared
- **Guiding Document to 2025 and beyond:** We are open to what the final document will look like, but it should include a joint strategy, set of values and roadmap.

Budget: There is a budget of £3,000 for the consultants time on this work, with an additional budget of around £2,000 for the support of facilitation and stakeholder engagement (which may include travel to the UK / Uganda) as well as final graphic design.

Timeline:

Deliverable	Date
Deadline for request for proposals	Friday 25th April
Shortlisting	w/c 28th April
Interviews	w/c 12th May
Appointment, Signing of Contracts & Inception Meetings	w/c 19th May
Facilitation, consultation and development	May, June & July
Finalisation of the work	August 2025

To Apply:

Please send:

- A short bid (max 1 page) outlining your experience and how you would approach the piece of work, including any specific tools or frameworks you would use. Please include a top-line budget for the work, and additionally to the budget, ball-park costs for travel to Uganda and the UK (depending on your location and if you would like to travel).
- Your CV
- Please include examples of similar work either as links or attachments

Please email your proposal to info@irise.org.uk with the subject line: 'ToR Partnership Exploration'