



Request for Tender

Development of a Strategic Plan 2026-2030

The Irish Council for Civil Liberties (ICCL) is seeking a suitably experienced consultant to work with the Executive Director and Strategic Planning Steering Group to develop a strategic plan for ICCL for the period 2026-2030.

Who we are

Ireland's oldest human rights organisation, the Irish Council for Civil Liberties (ICCL) is approaching its 50th anniversary in 2026. The organisation has been central to important social changes in Ireland over the decades, plays a key role in holding those in power to account and consistently promotes and defends civil liberties.

Our principles

Our principles underpin everything we do: encompassing our policy, legal and campaigning work and informing how our team and board operate.

Human rights

We believe in and actively work towards a society where everyone's inalienable human rights are recognised and respected. We campaign for compliance with Ireland's human rights obligations to realise the vision of a more just, fair and equal Ireland.

Equality

Equality means everyone in society can reach their potential. Inequality in our society is structural, profound and must be challenged in all its forms. ICCL's work is driven by values of intersectionality, gender equality, diversity and inclusion.

Rule of law

The right of every person to equal, just and fair treatment under the law is a cornerstone of our democracy. The right to fair procedures extends beyond the courtroom to include engagement with all public bodies.

Independence

ICCL is independent from government, political parties and corporate interests. We confront injustice and deprivation of rights without fear and speak truth to power even when it is unpopular or difficult.

Accountability

All those who hold and wield power must be held accountable. Everyone, including the government and the State must be subject to the rule of law. Oversight and transparency of State institutions and corporate interests are essential.

Work programmes

ICCL currently works across four programme areas:

- Administration of Justice
- Equality and Discrimination
- Democratic Freedoms
- Digital Rights

Project scope

Human rights and civil liberties are facing particular and emerging threats and challenges in contemporary society. This project will ensure we are well positioned as an organisation to meet those challenges and the scope of the project will include the following:

- Conduct a review of the implementation of the current strategy and use this to inform the process and the consultations.
- Plan and facilitate a wide consultation with members, staff, board, funders, key State agencies, partners and key external stakeholders.
- Assess and analyse the internal environment of IRC in areas such as governance, finance, HR, operations etc.
- Locate and situate ICCL in the wider contemporary societal and global environment in the context of its current priorities and opportunities into the future

Timeline

It is anticipated that the successful tenderer will commence work in October and finish before the end of March 2026.

The successful tenderer will be required to present a progress report at a Board Meeting on Wednesday 10 December.

Output

In conjunction with the Executive Director and in consultation with a Strategic Planning Steering Group, it is envisaged that the main output will be an approximately 10-page document including a one-page executive summary. Supporting documents such as appendices can be separate. However, alternative outputs will be considered.

Essential criteria

We are seeking a consultant / consultancy who:

- Has a deep understanding of the human rights sector;
- Has a demonstrable track record of working on similar projects for not-for-profit organisations;
- Has experience of managing consultation projects involving a diverse range of stakeholders;
- Is a proven strategic thinker who can add value to the planning process.

Cost

The tendered price should not exceed **€18,000 including VAT**. The payment shall be based on the work carried out in line with the agreed programme of work

How to apply

To apply, please submit a PDF or MS Word Document with details under the following headings:

- Relevant experience. Please provide an overview of your experience along with a summary of at least three comparable projects you have worked on.
- Your understanding of the work to be completed. This should include initial thoughts on likely key challenges that will need to be considered.
- Proposed methodology, including recommended strategic frameworks to be employed, timeline and deliverables.
- Value for money. Please provide a total cost for the project, including VAT. Detail any proposed payment terms.
- Three references related to similar work undertaken.

Tenders will be evaluated according to the following criteria:

- Understanding of the work to be completed (30 points)
- Experience of tenderer (25 points)
- Proposed methodology (25 points)
- Cost (20 points)

Shortlisted applicants will be invited to make a presentation on Monday 1 September.

Applications should be submitted to info@iccl.ie by 9am on Monday 11 August with the subject line: ICCL Strategy Tender. Late applications will not be considered.

For any queries in relation to the tender process, please contact Joe O'Brien, Executive Director, ICCL, at joe.obrien@iccl.ie.