

ActionAid Ireland strategy process

Background

ActionAid Ireland is an international women's rights organisation, standing with women as they build a fairer world for everyone. Even though women are denied their human rights around the world, they are leading and demonstrating real strength. Fighting for what's right and transforming their communities. Our role is to stand alongside that. To give them resources they need to lead recovery and fight for change on their own terms. Everything we do is locally led. Powered by women and girls who shape solutions based on their lived experience. It's the most effective proven method for addressing patriarchal inequality and poverty whilst creating a fairer world for everyone.

ActionAid Ireland's [strategy](#) 2022-2027 is to create a just and caring world where women's human rights are respected. Our strategic priority areas are addressing the structural causes of Gender Based Violence (GBV), promoting women's leadership in humanitarian contexts and amplifying feminist alternatives on economic and climate justice.

ActionAid Ireland would like to put in place a process to develop our new strategy. The process in 2022 was very comprehensive and involved several thematic workshops, an international advisory group made up of ActionAid International experts and country directors of partner ActionAid countries. It included thematic workshops, 12 stakeholder interviews with NGOs in Ireland and detailed staff sessions. The report of this process is available. A light touch mid-term review of the strategy was completed in September 2025 by an external consultant, which mainly involved a board workshop, a staff workshop and interviews with three external stakeholders.

ActionAid Ireland is now seeking a consultant/s to refine our current strategy into a new strategy for the period 2028 to 2032. The objectives are:

- *Process*: To facilitate a reflection process on the current strategy with the team and ActionAid Ireland's board, ActionAid International and some ActionAid country partners we support.
- *Approach*: To help ensure the process is guided by good practice, using reflective tools and processes and informed by external and strategic thinking.
- *Impact*: To help deliver a strategy that is focused and outlines the impact and added value of ActionAid Ireland, with implementation thought through and in line with the vision and ambition of the wider ActionAid federation.

The tentative timeline is below. Much of this process will be driven internally by staff, it is envisioned that the consultant/s would work alongside the CEO to play a support role on the below:

What and who	When
Team strategy session	Early September 2026
Board and SLT strategy session	28 th September 2026
ActionAid International and partner countries engagement	November 2026 to January 2027
Thematic workshops on: • Our impact and added value • Women and girl's rights • Campaigning and our base in Ireland • The future of ActionAid Ireland- sustainability and funding model, our long-term vision, partnership and shifting power	February to April 2027
Strategy finalized	May 2027

The tentative budget for this is between €10,000 to €15,000. Tenders are now invited by 19 August 2026 of no more than three pages outlining the proposed approach and relevant background and experience to Karol Balfe, CEO, karol.balfe@actionaid.org