

Request for Tender for Lead Consultants: Strategic Planning and Impact Management (12-month Fixed Term Contract)

Invitation to Tender

Rethink Ireland wishes to invite tenders from suitably qualified and experienced consultants to design and facilitate workshops and one-to-one support in strategic planning, implementation and impact management.

The lead consultant **must have:**

- demonstrable expertise and understanding of the complexities of developing innovative projects with a social mission,
- a good knowledge of social enterprise and a demonstrable interest in social impact.
- worked with Rethink Ireland within the past year (from 1st October 2025 to 1st October 2026) to be considered.

Whilst consultants who have not worked with Rethink Ireland in the past 12 months cannot be contracted as a lead consultant as per our policies, we encourage you to get in touch as we do contract other consultants across the year.

Introduction

Who are Rethink Ireland?

Rethink Ireland (previously Social Innovation Fund Ireland) supports the most innovative non-profit organisations working in communities across the country. We believe that a team effort is more effective than working alone. So joining forces with the Government, companies, families, individuals and foundations, who understand, as we do, that lasting change demands new thinking, is how we do business.

Together, we create funds to help innovations rise to the challenges of our most pressing social and environmental issues. Our cash grants and business supports enable social innovations to develop and maximise their impact. This is our venture philanthropy model. The groups we support and the donors who support us don't just think differently: They act decisively on their ideas to build a more equal, just and sustainable Ireland.

What we do – finding the best projects.

We partner with not-for-profit organisations and the Government of Ireland to create issue-based funds. Following a rigorous selection process, we select the best and most innovative social projects that meet the fund's criteria. All awardees receive a mix of cash grants and a programme of support such as theory of change development, strategic/business planning, communications advice, impact measurement, and access to networks.

How we do it – supporting the best projects.

Backing social innovation requires two key elements: the right amount of funds, structured in the right way, at the right time; and building skills that focus on growth. Rethink Ireland recognises that it takes a different skill set to grow innovation than to invent and develop it. Therefore, we provide a funding model that includes mentoring and support. The support may take the form of one-to-one support or a workshop/webinar format with several Rethink Ireland's awardees.

Why we do it - sustaining and scaling the best projects.

Awardees access finance and support to enable them to make a step change in their projects. We provide consultancy support to awardees to increase their ability to deliver sustainable social impact at scale.

Key elements of the role

1. Provide comprehensive strategic and impact management support and expertise to Rethink Ireland awardees
2. Ensure deliverables are met within the timeframes set by Rethink Ireland
3. Work in partnership with Fund Managers to achieve fund-specific impact targets
4. Manage the quality of supports provided to awardees and awardee deliverables
5. May lead a consortium of consultants (a lead consultant may subcontract work to other consultants in consultation with Rethink Ireland)

Strategic Planning and Impact Management

The majority of Rethink Ireland's awardees have a strong willingness and ability to scale but can have limited experience in strategic planning and impact management. To ensure awardees have stakeholder buy-in and a clear direction that focuses scarce resources, the development of a strategic/business plan and Theory of Change (ToC) is required by each awardee.

There are 3 areas of focus for the consultant:

a) Awardees

Lead on all direct strategic planning, implementation support and impact management development (where appropriate) with awardees per fund. This includes one-to-one work with awardees as well as the delivery of group webinars and workshops. Consultants can expect, on average, to provide 5-10 days of support per awardee.

b) Rethink Ireland Fund Managers

Work in partnership with Rethink Ireland Fund Managers across the lifecycle of designated funds.

c) Consultants

Possibly coordinate a small team of consultants to meet the additional capacity-building needs of awardees as identified by Rethink Ireland Fund Managers.

Role Description

- Deliver workshops/webinars across our Capacity Building programme
- Development of awardee strategic plans, Theory of Change and Value Maps (where appropriate) in accordance with our Impact Management Framework
- Support awardees in strategic plan implementation
- Overall responsibility for quality control, setting of timelines, and meeting of deadlines, as set by Rethink Ireland
- Provide support, guidance and training where needed to other consultants to ensure the highest levels of quality
- Work with Fund Managers to provide additional capacity-building supports to awardees, in line with Rethink Ireland tools and methodologies

Criteria

- Experience of working with both start-ups and established organisations
- Proven experience working with not-for-profits
- Proven experience managing multiple clients and consultants effectively
- Ability to work to specific timelines and milestones
- Demonstrable experience of facilitating and managing clear communication with multiple stakeholders
- Willingness to work within Rethink Ireland's Impact Management Framework, which includes stakeholder engagement, a planning Theory of Change and developing impact management baseline and evaluation maps
- Proven experience in developing strategic plans for the not-for-profit sector
- Desire to work with Rethink Ireland and our awardees
- Availability of 75 days is required from the commencement of the contract. This does not signal a commitment by Rethink Ireland to offer 75 days per successful Lead Consultant.
- Experience working with Rethink Ireland within the past year (from 1st October 2025 to 1st October 2026) and have received positive feedback from Fund Managers and awardees.

Consultant day rates, limits and notes

- The tenderer must provide the daily rate presented in Euro (both excluding and including VAT as applicable)
- The maximum consultancy day rate for the lead consultant panel is €850 (excluding VAT) per day
- Day rates are inclusive of travel and subsistence and all other expenses
- Where more than one consultant is being proposed from the same company, daily rates should be included for each level of expertise to ensure transparency
- Where volume-related discounted daily rates are available, these should be clearly stated.

Weighting

Award Criteria	Weighting
Relevant knowledge, expertise, and experience (incl. previous experience as a consultant for Rethink Ireland)	35%
Content and quality of the proposed approach and methodology	35%
Cost	30%
Total	100%

Tender Format

All tenders should be limited to 5 pages and include the following documents:

- Consultant CV
- Technical proposal, comprising a proposed methodology
- Details of any supplementary personnel who will be involved, including CVs
- Financial proposal, including VAT¹. Day rates are inclusive of travel and subsistence and all other expenses. Include details of any volume discount.
- Details of two relevant previous projects as case studies, including approach, outputs and outcomes
- Two referees – not from Rethink Ireland
- Statement of tax and insurance compliance, providing a copy of insurance and tax certificate.
- Highlight potential conflicts of interest, and if none, please state ‘no conflict of interest’.

'The Tenderer is solely and fully responsible for Value Added Tax (VAT) and any other applicable taxes, fees and duties charged on the Services. The Tenderer shall determine on its own responsibility: (i) the place of taxation of the Services, taking into account that Rethink Ireland is a non-taxable person for VAT purposes; and (ii) the applicable VAT system for the Services.

Submitting your Tender

A soft copy tender should be provided by email to Florencia Saluzzo, Operations Manager at florencia@rethinkireland.ie, by **11th October 2026 at 5 pm**.

Questions regarding the tender can also be directed to hello@rethinkireland.ie.

Decisions will be made and communicated by the **week starting 16th November 2026**.