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TERMS OF REFERENCE

Consultant for the Strengthening of the National Disability Plan of Mozambique (2027–2034)

CONTRACT MODALITY	Individual Consultancy
DUTY STATION	Maputo-Remote with 1 travel to Maputo
DURATION OF CONTRACT	**One Month**

Purpose of Assignment

To provide technical assistance to MTGAS to finalize the National Disability Plan 2027–2034 (NDP 2027-2034), ensuring legal compliance, strategic coherence, operational effectiveness, results orientation, and alignment with international best practices in disability-inclusive development.

Scope of Work

The Government of Mozambique, through the Ministry of Labour, Gender and Social Action (MTGAS), has developed the National Disability Plan (2027–2034) as the principal policy framework to guide the promotion, protection, and realization of the rights of persons with disabilities in Mozambique. The Plan seeks to advance disability inclusion across sectors and contribute to national development priorities as well as international human rights commitments.

Following a technical review of the draft Plan, MTGAS identified several areas requiring further strengthening to improve its coherence, strategic focus, implementation arrangements, monitoring framework, and accountability mechanisms. There is a need to ensure stronger alignment with the Convention on the Rights of Persons with Disabilities (CRPD), Law No. 10/2024 on the Protection and Respect of the Fundamental Rights and Freedoms of Persons with Disabilities, and its Regulation approved by Decree No. 20/2026 of 5 June.

The review process also highlighted the need to consolidate intervention areas into strategic pillars, develop a robust Monitoring and Evaluation (M&E) framework, establish a comprehensive risk management system, and articulate a Theory of Change demonstrating how the planned interventions will contribute to improved inclusion and realization of rights for persons with disabilities.

In line with the principles of the CRPD, particularly participation, non-discrimination, accessibility, gender equality, accountability, and the principle of "Nothing About Us Without Us," MTGAS seeks technical assistance to review, strengthen and finalize the (draft) National Disability Plan 2026 – 2034 prior to its adoption.

Work Assignments Overview	Deliverables/Outputs	Delivery deadline to complete the deliverable
Legal and Policy Alignment Review of the current National Disability Plan (NDP) draft against: • The United Nations Convention on the Rights of Persons with Disabilities (CRPD); • African Union disability instruments; • Mozambican Law No. 10/2024; • Mozambican Decree No. 20/2026; Relevant national and sectorial policies, strategies, and development frameworks.	A report with identified gaps, inconsistencies, and opportunities to strengthen rights-based and disability-inclusive approaches throughout the NDP draft.	30 October 2026
Propose amendments/improvement to the current NDP draft, based on the results of deliverable 1 above and on the inclusion of a Monitoring and Evaluation Framework (including indicators, baselines, targets, responsibilities, and reporting mechanisms), a Risk Management Matrix with mitigation measures and accountability structures, and Theory of Change Narrative and Diagram.	Finalize the draft NDP 2027-2034 and propose a Monitoring and Evaluation Framework (including indicators, baselines, targets, responsibilities, and reporting mechanisms), a Risk Management Matrix with mitigation measures and accountability structures and Theory of Change Narrative and Diagram	05 November 2026
Finalize the proposed National Disability Plan incorporating all agreed recommendations from the review workshop.	Final Revised National Disability Plan and its Monitoring and Evaluation Framework, Risk Management Matrix and Theory of Change Narrative and Diagram	20 December 2026

Payment Schedule:
Payment will be made on submission and acceptance of deliverables. UNICEF reserves the right to withhold payment in case the deliverables submitted are not up to the required standard or in case of delays in submitting the deliverables on the part of the consultant.

Important Notes

- Individuals engaged under a consultancy or individual contract will not be considered "staff members" under the Staff Regulations and Rules of the United Nations and UNICEF's policies and procedures and will not be entitled to benefits provided therein (such as leave entitlements and medical insurance coverage). Their conditions of service will be governed by their contract and the General Conditions of Contracts for the Services of Consultants and Individual Contractors. Consultants and individual contractors are responsible for determining their tax liabilities and for the payment of any taxes and/or duties, in accordance with local or other applicable laws.
- Contracts are conditional upon the selected candidate's willingness to comply with any current or future vaccination requirements that may be established by UNICEF, where applicable. Failure to comply with applicable vaccination requirements, where required and without an approved medical exemption by UNICEF, may result in the withdrawal of the consultancy offer or termination of the contract in accordance with the General Terms and Conditions of Contract.
- UNICEF offers reasonable accommodation for consultants with disabilities. This may include, for example, accessible software, travel assistance for missions or personal attendants. We encourage you to disclose your disability during your application in case you need reasonable accommodation during the selection process and afterwards in your assignment.

QUALIFICATIONS / SPECIALIZED KNOWLEDGE / EXPERIENCE/ COMPETENCIES (CORE/TECHNICAL/FUNCTIONAL) / LANGUAGE SKILLS REQUIRED FOR THE ASSIGNMENT

Minimum Qualifications required:Masters in :
• Public Policies and Strategic Planning;
• Human Rights and the Rights of Persons with Disabilities;
• Social Sciences;
• Social Protection;
• Statistics and Monitoring and Evaluation (M&E);
• Sectoral Inclusion;
• Participation and Facilitation of Consultative Processes;

Years of Experience/ Knowledge/Expertise/Skills required:

Work Experience:
At least 10 years of experience in public policy or social development;
At least 5 years of specific experience in the area of disability and inclusion;
Proven experience in developing national strategies, policies, or plans;
Knowledge of the CRPD and the Sustainable Development Goals;
Experience in multi-sectoral coordination and participatory processes;
Experience working with organizations of people with disabilities.

Language Requirements:

Proficiency in English and Portuguese

Knowledge/Expertise/Skills:
Disability and inclusion, Public policies, Social protection and social development, Monitoring and evaluation/Disability Inclusive Development/Analytical skills, Planning skills, Facilitation skills, High ethical and professional standards,
Sensitivity to inclusion and diversity issues, Active listening skills,
Effective verbal and written communication, Diplomacy and negotiation skills, Results-oriented.