

Invitation to Tender

Development of Praxis' Strategic Plan 2026-2031

Responsible to CEO
Location Hybrid working

About Praxis

Praxis is an award-winning human rights charity fighting for migrant rights since 1983. We give advice, provide support, and campaign so that migrants and refugees in the UK can live with safety, dignity and respect. Our direct services support people in London, and our training and campaign work has national impact. Our core purpose is to help migrants in crisis or at risk, ensuring they can live in safety, overcome the barriers they face, and take control of their own future. From our East London base, we strive for a world where people are not defined by their immigration status, and everyone is treated with dignity and respect.

Purpose of the role

As our 2020-25 strategy draws to a close, we are seeking a dynamic and insightful consultant(s) to provide expert strategy support and facilitation that will result in the development of Praxis' next Strategic Plan 2026-31. The consultant(s) will play a key role in helping us clarify our mission, set actionable goals, and develop a comprehensive strategy that aligns with our vision for the future. This process will help us focus our efforts and resources on securing the most impactful change for migrants and refugees at risk of destitution and homelessness. Undertaking this process now will help us ensure that our organisation is in a strong position to respond to future challenges including increasing hostility towards migrant communities, deepening economic inequality and the ongoing housing crisis.

Objectives of the consultancy

- Review our current vision, mission and values
- Identify the key strengths of our current approach and our impact areas.
- Explore areas for organisational development.
- Make recommendations for our strategic priorities for the next 5 years.
- Support the CEO and Board of Directors to draft a new Strategic Plan and updated Theory of Change that will guide our work from 2026-2031.

Relationships

The process will be led by the CEO in close collaboration with the Chair of the Board of Directors.

Person Specification

The CEO is looking for a thought partner who has the following:

- Demonstrable success in facilitating strategic planning processes, particularly for charities.

- Proven strategic and analytic skills, including the ability to identify and challenge on critical questions, choices, and pay-offs.
- Skilled at designing and leading workshops, managing group dynamics, and fostering consensus.
- Ability to communicate complex ideas clearly and effectively, both orally and in writing.
- Flexible and responsive to the evolving needs of the process and organisation.
- A general understanding of the immigration sector and the needs of people at the sharp end of immigration policy.

Our Values

These are the values everyone at Praxis is expected to work according. Candidates are required to support, uphold and sustain these values.

We listen to the needs of our community

We always start with the insight from the people we support

We strive for a better way

We are ambitious for change and use our passion and questioning spirit to help us make progress.

Everyone belongs here

We create respectful, empathetic relationships that ensure everyone feels valued and seen

We learn together

We make space for individual and collective learning so we can elevate our impact

Timeline

To register your expression of interest please send the proposal to Recruitment@praxis.org.uk

The deadline for submission is 24 February 2025 before 23:59.

We would like to appoint a consultant in March 2025 and conclude the process at the latest by end of January 2026.

Application process

We welcome expression of interest proposals, which should include:

- Proposed project process, including a rough breakdown and timeline for the project.
- Fee, including VAT (if applicable). Our budget for this work is limited to £10,000, including VAT.
- The names and CVs/ profiles of the consultant(s) and the role which they will play.
- Any additional value you would bring within the price.

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Further information about the interview process will be provided to successful applicants.