



Fundraising Strategy consultant – Barnahus Network Terms of Reference, March 2026

Background

The Barnahus Network promotes and supports the implementation and sustainability of Barnahus across Europe to ensure a coordinated multidisciplinary response to child abuse and violence.

The Network engages with national authorities, practitioners, international organisations, and civil society actors to strengthen systems that protect children's rights to protection, recovery and justice.

To support the long-term sustainability and growth of its activities, the Barnahus Network seeks to develop a comprehensive fundraising and resource mobilisation strategy. This strategy will identify diversified funding opportunities, strengthen donor engagement, and support organisational capacity to secure sustainable financing.

[Read more about what Barnahus is](#)

[Review our strategic documents](#)

Purpose of the consultancy

The purpose of this consultancy is to design a practical and implementable fundraising strategy tailored to the Barnahus Network's mandate, positioning, and operational context in Europe and internationally.

The consultant will develop a strategy serving as a dynamic internal tool/plan that defines specific actions, timelines, and resource needs, while allowing for adaptation in response to the evolving fundraising landscape. The strategy should span 24-36 months.

Objectives

Drawing on the purpose described above, the objectives of the consultancy are to:

- Analyse the Barnahus Network's current funding landscape, strengths, and gaps.
- Map potential donors and funding mechanisms at European, international, national, and private levels.
- Develop a multiyear fundraising and resource mobilisation strategy
- Provide practical tools and recommendations to support implementation.

Scope of work

The consultant will undertake the following tasks within the available timeframe, focusing on strategic prioritisation and actionable outputs:

Desk review and Organisational analysis

- Review key organisational documents, including strategic plans, financial information, project portfolios, and existing fundraising approaches.
- Analyse organisational positioning, comparative advantage, and value proposition.

Focused stakeholder consultations

- Conduct a limited number of targeted consultations with key staff and leadership to understand priorities, capacities, and opportunities.

Funding landscape scan and donor mapping

- Identify priority funding sources, including:
 - European Union funding programmes
 - Government and bilateral donors
 - Foundations and philanthropic organisations
 - Corporate opportunities
 - Strategic partnerships and consortia opportunities
 - Others, as relevant
- Provide a prioritised donor mapping aligned with Barnahus Network strengths and strategic direction.

Strategy development

Develop a concise but comprehensive fundraising strategy covering:

- Clear mission and vision statements
- A fundraising-oriented theory of change for the Barnahus Network
- Key criteria and consideration for ethical fundraising
- Strategic positioning and value proposition
- Linking fundraising to organisational strategies, annual plans
- Fundraising goals
- Target audiences, including priority funding streams and donor segments
- Donor engagement approaches and messaging
- An overview of partnership development opportunities
- Key risks and mitigation measures reflecting e.g. the shifting fundraising landscape, ethical considerations and donor dependency
- Monitoring and evaluation plans

- Sustainability considerations, including diversification of funding sources, cultivation of multiyear commitments, and reserve-building to buffer against unexpected challenges
- Investment case (including evidence of impact)
- Implementation roadmap (12–36 months)

Practical recommendations and tools

- Provide practical guidance, tailored examples (e.g. letters, pitches, etc) and templates where feasible (e.g., donor tracking approach, ethical evaluation/monitoring, concept note structure, partnership outreach approach, etc.
- Recommend internal processes and capacity strengthening priorities proportionate to organisational size.

Validation and Finalisation

- Present draft findings and strategy to the Barnahus Network Secretariat and Steering Group.
- Incorporate feedback and deliver the final deliverables.

Deliverables

The consultant is expected to produce the following deliverables:

- Inception note including methodology, timeline, and information needs.
- Funding landscape summary
- Priority donor mapping (concise analytical document or annex).
- Draft fundraising strategy document.
- Final fundraising strategy document, including a practical implementation plan (12–36 months).
- Practical guidance document and recommendations for internal processes
- Presentation of findings and recommendations to the Barnahus Network Secretariat and Steering Group.

All deliverables shall be provided in English and should be practical, concise, and implementation oriented.

Methodology

The consultant is expected to propose an appropriate methodology. The approach should be participatory, practical, and tailored to the organisational context. It should ensure alignment with the Barnahus Network's mission, values, and strategic priorities.

While the use of artificial intelligence (AI) tools and large language models (LLMs) is not prohibited, such tools shall serve only as a complement to the Contractor's professional knowledge and expertise and shall not replace independent professional judgment. The Contractor remains fully responsible for the accuracy, integrity, and originality of all deliverables and shall ensure that all outputs are substantively developed, critically reviewed, and validated by qualified human experts prior to submission. Final deliverables must reflect human-led analysis and accountability and shall not consist of unverified or unsupported AI-generated conclusions.

Duration and Timeline

The consultancy is expected to begin in April 2026. The deadline for completing the final versions of the deliverables is 10 September 2026. The work should be planned so that there is adequate time for desk research, drafting, consultation and review of the deliverables. A detailed timeline will be agreed upon during the inception phase.

Reporting and Coordination

The consultant will report to the Barnahus Network Grant Manager.

Regular coordination meetings will be held to monitor progress and provide feedback with the Secretary General and Deputy Secretary General.

Required Qualifications and Experience

The consultant (individual or team) should demonstrate:

- Proven experience in developing fundraising or resource mobilisation strategies for nonprofit organisations, networks, or international organisations.
- Strong knowledge of European and international funding mechanisms, including EU programmes.
- Experience working in the field of child protection, human rights, social services, non-profit, or related sectors is an asset.
- Demonstrated analytical and strategic planning skills.
- Excellent written and oral communication skills in English.
- Ability and commitment to perform tasks in strict adherence to the Barnahus Network Child Safeguarding policy and procedure.

Budget and Payment Schedule

The maximum budget for this assignment is 15 000 EURO. The consultant should submit a financial proposal including:

- Daily or total consultancy fee
- Estimated number of working days
- Any additional costs (if applicable)

Payments will be made based on agreed deliverables and milestones.

The consultant is expected to work efficiently using a combination of focused consultations, desk review, and targeted donor mapping. The selection process will include analysis of sound financial principles, value for money and cost effectiveness.

Application Requirements

Interested consultants should submit:

- Technical proposal outlining understanding of the assignment and proposed methodology
- Financial proposal (see above under “Budget and Payment Schedule”)
- Curriculum vitae of consultant(s)
- Examples of previous relevant work (if available)
- References

Applications should be sent to Mia Skytén, mia.skyten@barnahus.eu no later than 23 March 23.59 CET. Incomplete applications, and/or applications submitted after the deadline will not be considered.

Evaluation Criteria

Proposals will be evaluated based on:

- Relevant experience and qualifications
- Quality and feasibility of the proposed methodology
- Understanding of the assignment
- Value for money

Ethical Considerations and Confidentiality

The consultant must ensure confidentiality of all organisational information and comply with relevant ethical standards, including the Barnahus Network Child Safeguarding

Policy, particularly given the sensitive nature of the Barnahus Network's work related to children affected by violence.

[Child safeguarding policy and Code of Conduct](#)

Intellectual Property

All materials produced under this consultancy will remain the property of the Barnahus Network.

Stockholm, March 2026