

MAESTRAL INTERNATIONAL  
REQUEST FOR PROPOSAL: RETREAT FACILITATOR

## **Introduction**

Maestral International is a team of leading global experts supporting the development, strengthening and coordination of child protection and social welfare systems that meet the needs of children in adversity. We work to strengthen community-based and nationally-owned systems for preventing and responding to harm and supporting children at risk. Maestral provides cutting-edge, relevant and effective technical expertise that helps communities and nations to protect children from violence, abuse, exploitation and neglect, while ensuring that all of their children are cared for in safe and appropriate family or alternative care settings. More information can be found at [www.maestral.org](http://www.maestral.org).

## **Objective and Scope of Work**

Maestral is in its 14th year of operations, and is growing rapidly with a team of 23 advisors who are global leaders in their fields. The objective of this facilitation is to lead the Maestral team in an engaging and productive dialogue focused on organizational development and strategic priorities.

There will be two components to the retreat. The first component will be held virtually and will be an opportunity for the team to undertake a reflection on the past and present of Maestral. That reflection will inform the agenda and discussion of the second component of the retreat, which will be an in-person convening.

The likely themes of the retreat will include (to be confirmed during the process of agenda setting):

- The current state of child protection globally
- Key priorities in child protection
- Maestral's global role and mission
- Strengths and challenges in addressing Maestral's mission
- Maestral's organization and organizational development needs
- Diversity, equity, inclusion
- Human resources
- Maestral's partners
- Localization
- Learning and adaptation

The facilitator will be expected to:

- Design an agenda and guide for each component of the retreat, to be finalized in consultation with Maestral's headquarters team.
- Allow for a structured process of reflection across both components synthesizing what the team has learned before and during its work with Maestral (successes and disappointments), and rolling that dialogue into where we want to devote our collective efforts in the future.
- Facilitate sessions that allow for both reflection and learning from lived and past experiences.

- Synthesize these reflections and thoughts into a future path/trajectory for Maestral to follow as a collective, in a format to be agreed during retreat design.

### **Profile of the Facilitator**

- The facilitator should have extensive professional experience leading small group conferences, particularly with a global focus and preferably in the field of organizational development
- Ability to competently guide discussion, encouraging full participation and keeping a diverse group of thinkers on topic
- Familiarity with organizational development (consulting) a plus
- Excellent English writing, presentation and public speaking skills

### **Timeline and Location**

The Maestral retreat will take place virtually the week of 14 November 2022 followed by in-person meetings in a European location to be determined in late February 2023.

**Please send Curriculum Vitae, a statement of interest with proposed fee, and two references by 29 July 2022 to:**

Nicole Williams  
Operations Officer  
nwilliams@maestral.org