

Expression of Interest (EOI): Strategic Coach for Organizational Strategy Development

Organization: Mobile Creches

Location: India-based (Remote with periodic in-person engagements)

Application Deadline: March 10, 2025

About Mobile Creches

Founded in 1969, Mobile Creches has been a pioneer in providing childcare services for marginalized children across India. Over the last five decades, Mobile Creches has positively impacted more than 500,000 children through 4,000+ childcare centers. Our work focuses on holistic early childhood development (ECD), encompassing nutrition, health, protection, development, and learning for children aged 0-6. We actively collaborate with government bodies, funders, and civil society organizations to influence policies and strengthen India's childcare ecosystem, ensuring every child receives quality care and every caregiver is treated with dignity.

Assignment Overview

Mobile Creches seeks an experienced **Strategic Coach** (individual or organization) to guide the development of a **10-year organizational strategy** aimed at transforming India's childcare ecosystem. This strategy will focus on formalizing care work, professionalizing childcare services, and enhancing the care economy.

The coach will not only facilitate this process but will enable Mobile Creches to own and drive the strategy development. The role involves facilitating reflection, encouraging bold thinking, and providing external perspectives to challenge assumptions, identify blind spots, and help conceive an ambitious, actionable vision for systemic change.

Scope of Work

The coach will:

- Guide Mobile Creches' leadership in developing a long-term strategic framework.
- Facilitate critical discussions with leadership, funders, policymakers, and community representatives, ensuring diverse voices inform the strategy.
- Support the team in conducting a situational analysis that examines internal capacities, external opportunities, and systemic challenges.
- Co-develop organizational goals, strategic priorities, and milestones in partnership with the Mobile Creches team.
- Advise on partnerships, resource mobilization, and systemic pathways for scaling impact.
- Align the strategy with global and national priorities on the care economy and gender equity.

Required Experience, Qualifications, and Competencies

- 15+ years of experience in strategic planning for non-profits, social enterprises, or organizations driving systemic change.
- Expertise in the gender equity, social policy and care economy in India.
- Proven ability to navigate public systems and collaborate effectively with government stakeholders.
- Demonstrated success in strengthening organizational capacity and coaching leadership teams.

- Experience leading large-scale social transformation initiatives.
- Strong skills in facilitating complex stakeholder dialogues and building consensus.
- Proven ability to develop strategies that drive sustainability, inclusion, and systemic change.
- Proficiency in integrating data-driven insights into strategic planning and decision-making.

Key Deliverables

1. Situational Analysis and Needs Assessment Report
2. Draft Strategic Framework (including vision, mission, goals, and objectives)
3. Stakeholder Engagement Report
4. Final 10-Year Strategy Document
5. Implementation Roadmap (with milestones and performance indicators)

Application Process

Interested applicants should submit:

1. Cover letter outlining relevant experience and proposed coaching approach.
2. Organizational profile or CV.
3. Brief proposal (max 2 pages) detailing the methodology and facilitation strategy.
4. References from previous clients with similar engagements.

Submission Details

Submit applications to monika@mobilecreches.org with the subject line: **"EOI: Strategic Coach for Mobile Creches"** by **March 10th, 2025**.

Selection Criteria

Applications will be evaluated based on:

- Relevant experience and qualifications (**40%**)
- Understanding of the care economy and systemic change (**20%**)
- Proposed coaching methodology (**30%**)
- References and past performance (**10%**)

Additional Information

Shortlisted candidates may be contacted for further discussions or interviews. The consultancy is expected to run for **approximately 12 months**, commencing **April 2025**.

For more information, please visit <https://www.mobilecreches.org/>