
Strengthening Small Organisations with Big Ambitions

Capacity Development for Sustained Impact

1 Introduction

INTRAC is an Oxford based NGO that offers specialist training, research and consultancy services for major international NGOs, NGO support organisations, and donors involved in international development and relief work, dedicated to strengthening civil society.

As part of the UK Foreign, Commonwealth & Development Office (FCDO)'s **Small Charities Challenge Fund (SCCF)**, we have been awarded a Capacity Development Grant to strengthen the capacity of small British charities working in international development. The programme is funded by UK aid from the British people.

2 Aims of the programme

The INTRAC project, **Strengthening Small Organisations with Big Ambitions**, aims to support small UK charities working internationally, to improve their resilience and provide more effective support to partner organisations and communities overseas.

Through a free programme of online training, mentoring and open-access resources, enrolled organisations will acquire additional skills and knowledge in organisational development and capacity strengthening that will increase the impact of their activities with communities and CSOs tackling poverty, social exclusion, and climate change.

At this stage, we are reaching out to eligible organisations willing to engage in the programme and participate in a co-creation online workshop taking place on 18 March 2021.

3 How will the programme work?

Enrolled organisations will get free access to:

- Up to three online training courses, taking place between June and December 2021, with the opportunity to nominate different participants to ensure each course benefits the most appropriate person(s);
- a set of one-to-one mentoring sessions, to receive tailored support from one of our expert trainers / consultants, to be delivered between July 2021 and March 2022;
 - Organisations will have opportunity to nominate a candidate for mentoring who will attend the sessions in the agreed timeframe;
- four toolkits with guidance on selected topics.



Broadly, the topics to be covered will fall into the following INTRAC areas of expertise, in particular:

- Organisational & Capacity Development / Partner Capacity Strengthening
- Programme strategy and design / Theory of change and Adaptive Management
- Programme strategy and design / Advocacy Strategy and Influencing Skills
- Monitoring Evaluation and Learning

The specific contents of the training courses, mentoring and toolkits will be defined following the co-creation workshop that will take place on 18 March 2021.

4 Your commitment

By applying for the Strengthening Small Organisations with Big Ambitions programme, your organisation is committing to participate in the co-creation online meeting which will take place on 18 March 2021. All participants will be expected to actively engage with the programme activities, following a Code of Conduct that will be shared with them before the start.

We will ask organisations to provide regular feedback to INTRAC on each of the elements of this capacity strengthening programme (training, mentoring, toolkits) by responding to feedback surveys in a timely fashion.

5 Our approach

INTRAC's approach to capacity strengthening is innovative and tailored according to the participants' needs, practitioner-oriented and are delivered using a variety of methods. We believe that online delivery can contribute to a more inclusive and sustainable approach to training, especially at times of uncertainty. Our enhanced online learning experience includes:

- Highly interactive live sessions with small group discussions
- Access to our INTRAC e-learning platform with course materials and discussion forum
- Individual and group learning activities that are self-paced, case-based and problem-oriented, with feedback from our highly experienced trainers.

All our trainers/mentors are highly experienced development practitioners who draw on a wealth of experience in the sector to share valuable learning and offer guidance. They are supported by e-learning producers who assist in managing participant engagement before, during, and after the live session.

The co-creation workshop and the training will be held via Zoom, and we will be using other online collaboration tools for some activities, which will all be free to use for participants. We strive to be as accessible as possible, and we encourage suggestions on how to make our activities accessible to people with disabilities or any other needs.



6 Eligibility

The programme is aimed at small, UK-based charities working in international development, and potential grantees of the [FCDO's Small Charities Challenge Fund Project Grants](#).¹

More specifically, to be eligible an organisation must:

- Be registered as a charity in the UK
- Have an average income of less than £400,000 over the past three years
- Contribute towards at least one of the [UN Global Goals](#)
- Operate in at least one of the following countries:

Angola	Ethiopia	Mali	South Sudan
Azerbaijan	Gambia	Mauritania	Sudan
Bangladesh	Ghana	Mozambique	Swaziland
Benin	Guinea	Myanmar	Tajikistan
Burkina Faso	Guinea-Bissau	Nepal	Tanzania (United Republic of)
Burundi	Haiti	Niger	Togo
Cambodia	Iraq	Nigeria	Turkmenistan
Central African Republic	Kenya	The Occupied Palestinian Territories	Uganda
Chad	Kyrgyz Republic	Pakistan	Uzbekistan
Comoros	Lao People's Democratic Republic	Papua New Guinea	Venezuela (República Bolivariana de)
Congo (Democratic Republic of the)	Lebanon	Rwanda	Yemen
Côte d'Ivoire	Libya	Sao Tome and Principe	Zambia
Djibouti	Liberia	Senegal	Zimbabwe
Egypt (Arab Republic of)	Madagascar	Sierra Leone	
Eritrea	Malawi	Solomon Islands	

¹ Whether you have previously applied (or received) a grant under the SCCF scheme or not, this will not influence your eligibility for the Strengthening Small Organisations with Big Ambitions programme. Please also note that participation on the Strengthening Small Organisations with Big Ambitions programme does not make your organisation more (or less) likely to get an SCCF project grant.

What we ask of you is that you share our commitment to developing the civil society sector through partners in the countries in which you operate, along with an openness to learning from our trainers as well as your peers.

7 Selection process

Applications for this first round will close on **Sunday 28th February**.

Shortlisting will start on Monday 1st March, and we aim to finalise the selection process by Thursday 11th March, to ensure all selected organisation can make arrangements to participate in the co-creation meeting on Thursday 18th March.

In addition to the eligibility criteria, the following considerations will guide the selection process:

- Commitment to taking part to the whole programme (see above)
- Commitment to working through partners, and willingness to share learning with them, in line with INTRAC's mission of strengthening the effectiveness of civil society.
- Organisational commitment to implementing change as a result of the capacity strengthening programme.
- Whether the needs of the organisation match with what INTRAC can offer in capacity support as part of this programme

8 External links

- [Google Form for organisations to submit an expression of interest](#)
- [INTRAC's announcement news story](#)
- [UK Aid Direct website](#)

9 Contact us

If you have any queries about this programme, please contact Annalisa Addis, Training Coordinator – aaddis@intrac.org

