

Gaisce - The President's Award: Strategic Plan Request for Tender

Introduction

Gaisce is seeking a suitably experienced individual/organisation to facilitate and support the development of the Gaisce Strategic Plan 2026-2030 (5 year).

About Gaisce

[Gaisce - The President's Award](#) is Ireland's national youth award and is a personal development programme for young people aged 14-25. It is a direct challenge from the President of Ireland, Michael D. Higgins, to all young people to dream big and fulfil their potential. In 2025 Gaisce celebrates its 40th Anniversary.

The Gaisce Award programme has three progressive Award Levels - Bronze, Silver and Gold Awards. For each award level, participants must undertake Challenge Area activities that fulfil Personal Skill, Community Involvement and Physical Recreation and Adventure Journey requirements.

Gaisce provides a positive youth development programme that encourages and rewards young people to discover their passions and challenge themselves, positively impacting themselves and the world around them. The Award programme empowers participants to cultivate essential life skills and foster a sense of responsibility and resilience through a nationally and internationally recognised non-formal education framework. The programme also fosters a sense of community involvement, with all participants giving back to their community via their chosen volunteer activity.

Gaisce is delivered in secondary schools, third level institutions, second-chance and further education services, youth services, disability organisations, sporting organisations, uniformed organisations, youth justice, prison and probation services, organisations working with young refugees and asylum seekers, and more. President's Award Leaders working in these organisations deliver, guide and support Gaisce Participants undertaking the Award.

Requirements

Context

Gaisce commenced a 3-year strategy in 2022 (to the end of 2025) and has since succeeded in achieving significant growth and development across the organisation. [The Gaisce Strategy 2022-25](#) identified 3 core areas of strategic focus:

1. Build on Achievement
2. Tell Our Story
3. Excellence in What We Do

There is now the requirement to commence the development of a new strategic plan that will build on the achievements to date and that will enhance Gaisce's mission and our ambition for the next 5 years.

Scope of Tender Work

Gaisce is seeking to commission an external consultant to assist in the development of the 2026-30 strategic plan. The successful tenderer will be required to work closely with the CEO, Chair, Council and Leadership Team to support the design and delivery of a practical and comprehensive five-year strategic plan. Specifically, Gaisce is seeking support in the following areas:

Project plan: Create a detailed workplan outlining the process, timelines and actions to be taken to achieve the creation of the new strategic plan. This should incorporate the end-to-end process including support for all stakeholder (internal & external) workshops/focus groups/interviews, Gaisce Council (Board) and Staff consultations/presentations, production of all relevant reports, documents, meeting notes, comprehensive strategic plan document (full version) and summary document.

Review the current strategic plan 2022-25: Explore the current context and the landscape against which the next Strategic Plan will be developed including key trends that will impact on that work, including a review of the previous strategy that can build and inform progress in our new strategy.

Stakeholders: Engage in a key stakeholder mapping exercise and consultation process as part of the strategy development (internal and external) including Council (board), Staff, Gaisce Youth Ambassadors, President's Award Leaders (adult mentors), organisations delivering Gaisce (schools, youth services, further & third level education, youth justice services, disability services etc.), Office of the President, DCEDIY, DOJ and other key supporters, collaborators and strategic partners.

Broader Context: In developing the strategy, identify/explore relevant national/other strategies and policy objectives that align with and support the delivery of our mission, vision, and values such as:

- Opportunities for Youth: National Strategy for Youth Work and Related Services 2024 - 2028
- Young Ireland: National Policy Framework for Children and Young People 2023-2028
- Youth Justice Strategy 2021-2027
- Probation Strategy Statement 2024 - 2026
- DEIS Plan - Department of Education Statement of Strategy, 2023-2025
- Healthy Ireland Implementation Plan 2023- 2027
- ESD to 2030: Second National Strategy on Education for Sustainable Development
- Action Plan for Disability Services 2024 - 2026
- NCCA Strategic plan 2022 - 2025
- National Skills Strategy - Further Education and Training (FET) Higher Education Strategy (National Strategy for Higher Education to 2030) Strategy

Outputs

The following outputs to be met by the consultant over the course of the project:

- Effective engagement with the Council and Staff to review and refine our shared vision, mission and values;
- Meaningful consultation with internal & external stakeholders;
- Identification of core themes with clear objectives and actions, set out in order of priority with measurable KPIs;
- Production of a plan that will shape and guide the development and strategic direction of Gaisce over the next five years;

Proposal Content

Proposals must contain, as a minimum, the following elements:

- Process/timetable listing key milestones.
- Methodology to be used.
- Description of expertise and experience (including details on team members, if relevant).
- Detailed budget/breakdown of time allocations.
- Identification of any conflicts of interest.
- Referees - contact details must be supplied for two referees' that Gaisce can contact who has used the proposed consultant for similar/related work.

Budget:

- The all-inclusive budget available for the total project is up to €12,000. A detailed breakdown of costs associated with all elements of the project should be submitted.
- A current tax clearance certificate will be required.
- The total fee in the proposal should include all costs and expenses related to the work (including VAT). The consultant bears full responsibility for all tax and financial obligations towards relevant authorities.
- Gaisce will cover costs associated with design and distribution of the Strategic Plan.
- Gaisce will not be liable in respect of any costs incurred by Tenderers in the preparation of tenders.

Insurance:

The successful consultant will be required to submit evidence of relevant professional indemnity and insurance details.

Conflict of Interest:

Tenderers must disclose in their proposal submission details of any circumstances, including personal, financial and business activities that will, or might, give rise to a conflict of interest associated with their tender.

Timeline:

It is expected that the process will be completed by the end of July 2025 with a proposed timeline submitted as part of the proposal.

Submitting a Proposal

Please submit a resume highlighting relevant experience, at least two referees for similar work, and a brief cover letter (two page maximum) setting out your motivation and relevant experience and how you will approach the contracted work. Links to examples of previous work would also be appreciated.

Please submit your proposal (containing the details outlined above) by 5pm on February 6th, 2025. Proposals should be sent by email only to Avril Ryan, CEO, avril@gaisce.ie with 'Gaisce Strategy' in the subject line.

Late proposals will not be considered.

This contract will be awarded based on a fixed price contract, and as such, all costs must be quoted (and clearly indicated) as a fixed price in Euro.

Other Information:

- The successful tender must commit to completing the assignment on time and on budget.
- The successful tender cannot be an employee of Gaisce or a member of any its Executive or Council.
- All unsuccessful tenders will be advised of the decision.
- Gaisce expressly reserves the right:
 - To extend the time of lodgement of responses to the Request for Tender and/or to vary the timings and process for their Request for Tender.
 - Seek and obtain clarification of any responses to the Request for Tender, including additional information.

Selection Process

Potential consultants will be assessed both on their tender proposal and if required, a follow-up interview.

Tenders will be assessed against:

1. Proven capability and experience in research, consultation and relevant field of work (40)
2. Methodology (30)
3. Cost (20)
4. Overall quality of proposal presentation (10)

Gaisce is not bound to accept the lowest quotation, or any tender and will award the contract to its best advantage.

Intellectual Property Rights

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