



# Equality Myanmar

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## **Vacancy Announcement: External Consultant**

Position	External Consultant / Team of Consultant
Category	Strategic Plan
Key Deliverable (s)	a) Organizational Annual Review and Assessment b) Organizational 3-year strategic plan formulation
External Service Provider Grade	Consultant (T2 / T3)
Location	Chiang Mai, Thailand
Term	May- June 2026 (Maximum 4 weeks / 30 working days)
Expected Contract start date	25-May 2026

### **Organizational Background: About Equality Myanmar (EQMM)**

Equality Myanmar (EQMM) is a non-governmental human rights organization dedicated to promoting, protecting, and fulfilling fundamental rights across Myanmar, particularly in conflict-affected and marginalized communities. Established with a strong commitment to justice, dignity, and equality, EQMM works at the intersection of grassroots empowerment and systemic change, ensuring that local voices inform national and international human rights processes.

EQMM's work is grounded in the belief that sustainable peace and democratic transition can only be achieved when communities are equipped with the knowledge, skills, and platforms to claim their rights and hold duty bearers accountable. Through a combination of human rights education, documentation, advocacy, and emergency support, the organization strengthens the capacity of human rights defenders (HRDs), civil society organizations (CSOs), and community members to respond to ongoing human rights challenges.

Operating in a highly complex and evolving context, EQMM adopts a flexible and adaptive approach, utilizing both online and offline modalities to reach diverse populations, including those in hard-to-access and high-risk areas. The organization maintains a strong presence through partnerships with local actors and networks, enabling effective grassroots engagement while ensuring that evidence from the ground contributes to national, regional, and international accountability mechanisms.

A defining feature of EQMM's work is its integrated, rights-based approach, which connects capacity-building with evidence generation and advocacy. By supporting frontline documenters and facilitating survivor-centered processes, EQMM ensures that human rights violations are systematically recorded and amplified to relevant stakeholders, including international bodies.

EQMM is also deeply committed to inclusion and intersectionality, actively promoting the participation of women, youth, and individuals of diverse gender identities in its programs and leadership spaces. Its work emphasizes do no harm principles, ethical engagement, and the safety and security of staff, partners, and communities.



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Through its continued efforts, EQMM plays a critical role in strengthening civil society, advancing accountability, and contributing to a more just, inclusive, and rights-respecting Myanmar.

## Deliverables

The Consultant (s) will be responsible for 2 Key deliverables.

**Deliverable #1:** The evaluation of EQMM's year 2025 organizational performance and capacity in the following areas:

- a) Program Development and Management
- b) Human Resource Management
- c) Financial Sustainability
- d) Operations and Administration
- e) Advocacy Communications and Media outreach
- f) Monitoring, evaluation, accountability and learning management
- g) Technical knowledge and skill

### Expected Methodology

- Use a combination of qualitative and quantitative methods.
- Design tools, collect data, analyze data, and write reports using both methods.
- Use structured questionnaires to measure the organization's impact on target
- Target different groups of men & women in the evaluation.
- Use focus group discussions (FGDs), key informant interviews (KIIs) and case studies for qualitative data collection.
- Integrate desk review findings with primary data collection and analysis.
- Lead and facilitate the organization's assessment workshop.

**Deliverable #2:** Facilitating and technical assisting for formulating 3-year organizational strategic plan to output the following sub- deliverables

- Organize, Facilitate and assist organizational development technical perspective for formulating and designing the Organizational 3-year strategic plan through 5-day workshop with EQMM staff (Hybrid mode of workshop).
- Drafting the 3-year Organizational Strategic Plan Report

### Expected Methodology

- Compile relevant key indicators for each program / office
- Hold feasibility meeting with each group
- Facilitate selection of indicators
- Design data collection tools and monitoring schedules



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- Organize, facilitate a 5-day hybrid workshop with EQMM Staff following deployment of tools

## Expected qualification

- A Bachelor's degree or higher relevant to the Organizational Development / Management
- 5-10 years of experience in non-profit organizational management
- Experience in technical assisting for growing non-profit local organization
- Experience in designing and conducting evaluations and assessments
- Extensive understanding of the human rights context and youth development issues and updating political-socio-economic context of Myanmar and Thai-Myanmar and India- Myanmar border areas.
- Understanding M & E indicators and impact analysis
- Excellent facilitation and report writing skills
- Have demonstrated experience of Organizational Development (to submit the)
- Must be a professional on neutral and non-partisan
- Must be aware of and value of Human Rights, Justice and Accountability.

## How to apply

To apply, please send a copy of your or your team's CV / resume to [ahc.eqmm@protonmail.com](mailto:ahc.eqmm@protonmail.com) no later than **5:00 PM**, Thailand time, on **21 May 2026**, along with the following:

1. Curriculum Vitae
2. Any relevant report on organizational development workshop or organizational strategic plan report facilitated by applicant
3. Proposed plan for organizing the delivery of the 3 expected deliverables with proposed consultant service fee (total value in THB).

*Note: The Concept Note for the expected deliverables could be downloaded and referent here: [Concept Note- Annual review and 2027-29 OSP.pdf](#)*

Early applications are encouraged, as applications will be reviewed throughout the advertising period and the advertisement may close early.