**Strategic Support Function Support (SSF) Project**

# Basic Information

|  |  |
| --- | --- |
| **Country**Nepal | **Project**Strategic Support Function (SSF) |
| **Geographical area**Nepal | **Organisation**United Mission to Nepal |
| **Funding Partner** PMU | **Project Duration**January 2020 to December 2023 |
| **Implementing Partner: United Mission to Nepal (UMN)** | **Working Areas:** UMN ‘s Central Office and Clusters |
| **Main thematic scope (building block)**Capacity Building | **Project No.** |

# Background

Strategic Support Function (SSF) project is focused to build the internal capacity, strengthen the organizational system and support in change process of UMN. This project has been implementing from 2018 in financial support of PMU and Swedish Mission Council (SMC). First phase of the project was successfully completed by the end of 2019 as a pilot project that way forwarded for second phase. From 2020, UMN has been implementing its II phase project based on the learning of previous phase. Main objective of this project is to facilitate UMN to bring changes in its policies, system and relationship. It also intends to bring changes in behaviour, attitude, skills, and knowledge of staff members through different training and capacity building interventions so that they could be able to facilitate the implementing partner organizations to better serve for community transformation.

# Overall Objective of the Project

The overall objective of this support function will be ‘to institutionalise systems and processes led by the change process in UMN by enhancing capacity of staff and partner organisations to ensure right holders’ voice, choice, and participation in all development endeavors’.

# Expected results:

Below are the area wise expected results that UMN has defined in its proposal and intends to achieve through this project.

#### **Coordination and PME&R of development projects**

* All programme team members have increased their knowledge and capacity on ‘outcome mapping’.
* UMN’s ongoing change process is embedded into 2020-25 strategy plan and cluster strategies.

#### **Strategic work and policy development**

* UMN thematic technical teams have initiated excelling interventions to focus on areas of technical excellence;
* UMN’s ongoing change process is embedded into 2020-25 strategy plan and cluster strategies.
* UMN technical teams have developed technical expertise to work on the community prioritised / appealing needs.

#### **Human Resources/Staff Competency**

* Staff competency is increased to address ascended need from the change process in UMN and structural changes in the country.
* Cluster teams have improved competencies around programme development and design, as well as capacity to train partner NGOs in these areas.
* UMN has updated policies for and utilisation of recruitment, managing performance and learning.

#### **Organisational development and Structural changes**

* Enhanced understanding on and practice of transparency in decisions taken at beneficiaries’ level during project cycle (need identification to learning sharing of the intervention).
* UMN staff and partner organisations are aware on and increased utilisation of policies regarding accountability and transparency.
* UMN staff are innovative in concept development and are utilising lessons properly.

#### **Building resilient communities to response in disaster**

* UMN staff and partner staff are prepared and effective in responding humanitarian crisis and building resilient communities to response in disaster.

#### **Democratic processes, transparent systems, internal accountability and gender balance**

* UMN staff and partner organisations are aware of and following revised / updated policies related to democratic processes, transparency and accountability.
* UMN Thapatali office and Cluster Offices are gender friendly and conducive environment to retain female staff.
* Transparent system being implemented to allocate training, travel, and professional development opportunities.

#### **Networking and Advocacy**

* Enhanced knowledge and skills on networking and advocacy of community-based organisations.
* CBOs (volunteer-based organisations and networks) are working effectively for and advocating with communities and beneficiaries.

#### **External Accountability**

* Updated / revised transparency and accountability system and policies in UMN.
* UMN staff and partner organisations are better aware on revised system and policies.
* Improved organisational performance and service delivery system in UMN and partner organisations.