

Call for Expression of Interest in consulting on organizational structure for an environmental non-profit

GRID-Arendal seeks a consultant to provide an assessment of our current organizational structure and to make recommendations on how our structure might be best improved to maximize the efficiency of our operations while providing for growth of the organisation, transparency on roles and responsibilities, optimal staff supervision and a career pathway for staff development and learning of management skills.

The key question is: Does our current organizational structure fit our organizational objectives? We believe that our current structure has several advantages that have served us well and so there are some aspects that should probably be retained. There are however undoubtedly gaps and inefficiencies in our current structure that need to be addressed.

The consultant should keep in mind the following desired key aspects of GRID-Arendal's organization structure:

- Allows for and encourages career advancement
- Encourages collaborative, efficient and effective work between all members of staff
- Provides clarity on roles and responsibilities of all staff members
- Provides for the adequate supervision of staff
- Provides for the growth of the organisation

It is expected that the successful consultant will provide a written report containing recommendations and options with strengths and weaknesses.

Expressions of Interest, outlining a general approach to be adopted in the analysis of our structure and organisational needs with a timeline.

Please send your Expressions of Interest by email to Kari Scheie, Head of HR, kari.scheie@grida.no no later than COB **29 November 2019**.

For more info, please contact: Kari Scheie, Head of HR, +47 926 44 420