

CSO Strengthening Bridge Project for EOI Reference No: 2026-05-090.

Appendices 1

	Thematic Expertise	Experience and Qualifications
Category 1	Capacity strengthening on organizational strategy and corporate governance for CSOs (including private sector associations) <u>Subthemes:</u> • Design and operationalization of an Enabling Environment Endowment Fund • Institutional support for start-up CSOs, Traditional CSOs, Grassroots organizations, and private sector associations • Corporate governance strengthening • Strategic planning • Development of sustainability strategies (resource mobilization, fundraising, donor diversification) • Leadership development and succession planning for CSOs and associations • Building inclusive governance structures (gender, youth, marginalized groups)	• Advanced university degree (Masters or equivalent) in Public Administration, Business Management/related management fields, Law, Development Studies, or related field. 12 years' experience may be considered in lieu of a Master's degree (or equivalent). • At least 8 years' practical experience supporting organizational strategy, governance, or institutional development for CSOs or private sector associations. • Proven expertise in designing governance frameworks, endowment funds, or institutional support mechanisms. • Demonstrated ability to strengthen corporate governance structures and lead strategic planning processes. • Experience in resource mobilization and sustainability planning for CSOs. • Strong track record in leadership development and succession planning. • Familiarity with inclusive governance approaches that integrate gender, youth, and marginalized groups.
Category 2	Strengthening understanding and compliance with CSO regulatory requirements <u>Subthemes:</u> • Compliance and accountability assessments for CSOs • Training on core CSO laws (CAMA, SCUML, Tax Law, PenCom, Cooperative Societies Law) • Development of compliance toolkits and manuals for CSOs • Advisory support for CSOs on registration, reporting, and statutory obligations • Building internal compliance systems and risk management frameworks	• Advanced university degree (Masters or equivalent) in Law, Public Policy, Governance, Accounting, or related field, Business Management/related management fields. 12 years' experience may be considered in lieu of a master's degree (or equivalent). • At least 8 years' practical experience advising CSOs, or private sector associations on regulatory compliance and governance. • Demonstrated expertise in interpreting and applying law and policies such as CAMA, SCUML, Tax Law, PenCom, and Cooperative Societies Law. • Proven track record in designing and delivering compliance training programs for CSOs.

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	- Strengthening CSO capacity for financial transparency and anti-money laundering compliance - Facilitating peer-learning workshops on regulatory best practices - Supporting CSOs to engage regulators and policymakers for improved compliance environments	- Experience in developing compliance manuals, toolkits, or risk management frameworks. - Ability to facilitate multi-stakeholder dialogues between CSOs, regulators and other stakeholders to improve compliance practices. - Familiarity with accountability mechanisms and reporting requirements for CSOs at national and subnational levels.
Category 3	Strengthening capacity for CSO self-regulation <u>Subthemes:</u> - Supporting CSOs to design self-regulation frameworks aligned with national laws and international best practices. - Promoting inclusive self-regulation that integrates gender, youth, and marginalized groups. - Training CSOs on internal accountability and transparency practices - Establishing peer-review and accreditation mechanisms within civil society networks - Facilitating knowledge-sharing platforms for CSOs to exchange compliance and governance experiences - Digital tools for monitoring and reporting self-regulation practices	- Advanced university degree (master's or equivalent) in Law, Public Policy, Governance, Development Studies, or related field, Business Management/related management fields. 12 years' experience may be considered in lieu of a Master's degree (or equivalent). - At least 8 years' practical experience supporting CSOs in governance, compliance, or self-regulation initiatives. - Demonstrated expertise in designing self-regulation modalities and mechanisms or accreditation frameworks for CSOs - Proven track record in training CSOs on accountability, transparency, and internal audit practices. - Experience facilitating multi-stakeholder dialogues and knowledge-sharing platforms for CSO networks. - Strong knowledge of digital tools and systems for monitoring compliance and self-regulation. - Familiarity with inclusive governance approaches that integrate gender and marginalized groups into self-regulation frameworks. - Ability to align CSO self-regulation practices with national regulatory requirements and international standards.
Category 4	CSO Law and Policy reform <u>Subthemes:</u> - Facilitating multi-stakeholder dialogue sessions on CSO law and policy reform - Supporting CSO engagement with relevant National Assembly (NASS) Committees to strengthen CSO-NASS collaborations	- Advanced university degree (Masters or equivalent) in Law, Public Policy, Political Science, Governance, or related field, Business Management/related management fields. 12 years' experience may be considered in lieu of a Masters degree (or equivalent). - At least 8 years' practical experience in legislative drafting, legal reform, or policy advocacy related to civil society. - Demonstrated expertise in facilitating multi-stakeholder dialogues and

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	- Legislative and/or legal drafting for CSO-related laws, policies and regulations - Harmonisation of CSO registration and regulatory frameworks - Development of databases and digitalization of CSO regulatory processes - Promoting gender and social inclusion and in CSO law and policy frameworks - Applying a human rights-based approach to CSO law and policy reform	consultations on governance and policy reform. - Proven track record of supporting CSOs in engaging with legislative bodies such as the National Assembly. - Experience in developing digital tools and databases for regulatory or policy processes. - Strong knowledge of gender and social inclusion principles in law and policy reform. - Familiarity with human rights-based approaches to governance and legal frameworks. - Experience in harmonising fragmented regulatory frameworks to reduce duplication and improve CSO compliance efficiency.
Category 5	Research on Civil society governance and enabling environment <u>Subthemes:</u> - Conducting baseline and diagnostic studies on CSO governance structures - Studies on the types and typologies of CSOs - Mapping CSO regulatory and policy environments at national and subnational levels - Assessing the impact of regulatory frameworks on CSO effectiveness and sustainability - Research on funding models and financial sustainability of CSOs - Studies on CSO accountability to upward (donors/regulators), downward (communities/beneficiaries), and internal (boards/staff) stakeholders - Studies on gender, youth, and social inclusion in CSO governance - Evaluating CSO accountability and transparency mechanisms - Policy briefs and evidence-based recommendations to inform law and policy reform	- Advanced university degree (Masters or equivalent) in Political Science, Public Policy, Development Studies, Sociology, Law, or related field, Business Management/related management fields. 12 years' experience may be considered in lieu of a Masters degree (or equivalent). - At least 8 years' practical experience conducting applied research on civil society governance, policy, or enabling environments. - Demonstrated expertise in designing and implementing research methodologies for CSO studies. - Proven track record of producing policy briefs, reports, or publications that have influenced governance or regulatory reforms. - Experience in comparative research across national and international contexts. - Strong knowledge of gender, youth, and inclusion issues in civil society governance. - Ability to translate research findings into actionable recommendations for policymakers, CSOs, and donors. - Familiarity with impact evaluation studies related to CSO effectiveness and sustainability. - Experience in analyzing accountability relationships between CSOs and upward, downward, and internal stakeholders.
Category 6	Global Gateway Partnerships <u>Subthemes:</u>	Advanced university degree (Masters or equivalent) in International Relations, Development Studies, Public Policy, Law,

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	▪ Facilitating CSO partnerships with EU institutions, governments, and international development agencies under the Global Gateway framework (brokering relationships and collaborations so CSOs can plug into the EU's big infrastructure, digital, climate, health, and education projects) ▪ Supporting CSOs to engage in sustainable infrastructure, climate action, renewable energy, and digital transformation initiatives ▪ Strengthening CSO participation in global health, education, and social inclusion programs ▪ Developing platforms for knowledge and information-exchange systems to foster EU-Nigeria private sector collaboration and partnership building ▪ Supporting CSOs to monitor, evaluate, and report on Global Gateway initiatives at national and subnational levels ▪ Researching and documenting best practices in global CSO partnerships that advance EU Global Gateway priorities	Economics, or related field, Business Management/related management fields. 12 years' experience may be considered in lieu of a Masters degree (or equivalent). ▪ At least 8 years' practical experience in building and managing international partnerships for CSOs, governments, or development organizations. ▪ Demonstrated expertise in facilitating cross-border collaborations and multi-stakeholder partnerships aligned with EU Global Gateway priorities ▪ Proven track record of supporting CSOs to access global funding opportunities and international advocacy platforms. ▪ Experience in integrating global priorities (climate action, renewable energy, digital transformation, gender equality, health, education, human rights) into local CSO strategies. ▪ Strong knowledge of international governance structures and global development frameworks (EU Global Gateway). ▪ Ability to design and manage platforms , digital and non-digital for knowledge exchange, partnership building, and monitoring of Global Gateway initiatives. ▪ Experience in monitoring, evaluating, and reporting on large-scale international initiatives, ensuring accountability and transparency.