



## TENDER ADVERT

**TENDER TITLE: Hiring a firm to Carry out Organizational Change Management**

Tender Ref No: 028/SOS-CV/NCB/CS/CS/2025

**CLIENT: SOS CHILDREN'S VILLAGES RWANDA**

Established in 1949, SOS Children's Villages is a global social development organization working in over 130 countries to protect the interests and rights of vulnerable children. In Rwanda, SOS Children's Villages is an affiliate of SOS Children's Villages International. We focus on building families for children who are neglected, abandoned, or orphaned, helping them shape their own futures, and contributing to the development of their communities.

SOS Children's Villages Rwanda is currently revising its Programme Strategy and developing a Business Plan (2023-2027) to align with the global Vision 2030 and Rwanda's National Strategy for Transformation (NST2). To deliver on this ambition, SOS Rwanda must ensure that its strategy, structure, people, and management processes are aligned and agile. For this purpose, we are seeking the services of an Organizational Change Consultant / Consultancy Firm.

SOS CHILDREN'S VILLAGES RWANDA (SOS CV RWANDA hereby invites sealed technical proposals from eligible consultants' firm specialized in change for organization management. SOS CV Rwanda shall evaluate technical proposals submitted, based on previous experience, company profile and how shall go through to undertake an assignment. The assignment is open and equal to all firms that are experienced in the field as documents in the proposals and specialized in the field. The firms must be registered with Rwanda Development Board and should not be at any of the blacklist record of any other recognized national, regional or international Institutions.

The tender is composed of one technical proposal while other files and financial proposals shall be submitted later. Well-presented proposals, properly organized, dated and stamped in one single pdf document must be sent to SOS CHILDREN'S VILLAGES RWANDA through the e-mail: [sos.procurement@sos-rwanda.org](mailto:sos.procurement@sos-rwanda.org) with a copy to [sosbnc@sos-rwanda.org](mailto:sosbnc@sos-rwanda.org), not later than 21st/11/2025 at 5:00 PM local time. Late bids shall be rejected.

Done at Kigali, 14th/11/2025

Jean Bosco KWIZERA  
National Director



1/1 Scoping document



**SOS CHILDREN'S  
VILLAGES**