



Terms of Reference – Innovations and Scaling Advisor

Innovations expert sought for a review of WasteAid's flagship programmes and their pathways to scale

Reporting to: Head of Strategy & Impact

Location: Home-based (time zone compatible with UK preferred)

Timeframe: Starting late May / early June 2025

The Role

As outlined in its [2024-2026 Strategy](#), WasteAid is seeking to scale up its flagship programmes – the Wastepreneur Programme, First Step Waste Systems and Circular Economy Networks – to further its impact in reducing waste pollution, creating livelihood opportunities and improving public health through sustainable waste management practices.

WasteAid is seeking a consultant to facilitate a review of its flagship programmes, their potential pathways to scale, and suitability for funding applications grants like the Fund for Innovation in Development and the Global Innovation Fund. The consultant will work with the WasteAid team to assess existing evidence, identify gaps, and shape a roadmap for innovation and scale.

The consultant should have prior experience of working in international development, innovation design, scaling strategies, systems thinking, bid-writing for institutional donors funding innovation and mainstreaming of gender equality, disability and social inclusion. Preferably, they will have worked on projects related to waste recycling, pollution reduction and livelihood development, and that are GEDSI empowering.

Specific Tasks

The consultancy comprises three elements.

1: Scaling Strategies

- Review WasteAid's current and recent project proposals and reports, and related literature.
- Establish an understanding of the current and potential innovation in its 3 flagship programmes, identify evidence and knowledge gaps, and determine the most promising opportunities for scaling impact.
- Ideally, undertake a rapid cost-effectiveness / return on investment study on the most promising programme.
- Identify key barriers, enablers and recommendations for scaling one or more of WasteAid's interventions.
- Develop a structured framework outlining:
 - *What WasteAid does and knows* (existing models, pilots, and best practices).

- *Where WasteAid wants to go* (innovation and scaling goals for impactful programmes that will attract funding).
- *How to achieve this* (strategies for implementation, funding pathways, and partnership opportunities).
- Document findings in a concise innovation and scaling strategy brief to guide proposal development.

2: Funding Landscape

- Undertake a mapping of the innovation funding landscape.
- Identify and assess suitability of our programmes to grant bodies like the Fund for Innovation in Development and the Global Innovation Fund.
- Provide advice on tailored responses to the opportunities, including, for example, the stage of funding they are suitable to.
- Consolidate a short report on the funding landscape and recommended next steps for WasteAid's funding applications.

3: Proposal Development

Based on the recommendations and subject to satisfactory delivery from the prior two elements, lead the development of an expression of interest and/or full proposal to one donor, supported by relevant WasteAid staff.

- Review donor guidelines and templates.
- Conduct stakeholder mapping and review relevant literature.
- Engage with relevant stakeholders, including potential partners, to design the action.
- Integrate insights from the innovation and scaling strategy into a full proposal.
- Draft, as required by the funding opportunity identified, a high-quality expression of interest / full proposal, logframe and budget, including all necessary supporting documentation and annexes.
- Ensure the proposal aligns with Do No Harm principles, gender equality, disability and social inclusion (GEDSI), and poverty reduction.
- Ensure alignment with the donor's funding priorities and innovation framework.

As funding applications require different levels of effort, it may be useful to assume an application would be made to the [Fund for Innovation in Development](#) to aid your planning and quotation. Please state this or any other assumptions you make in your quotation.

Expected Deliverables

1. **Innovation & Scaling Strategy Brief**
2. **A report on the funding landscape and suitability of our work to these**
3. **One expression of interest / full proposal.**

Qualifications and Experience

- **Advanced university degree (Master's or equivalent)** in innovation, international development, environmental science, business strategy, or a related field.
- **Minimum 7-10 years of experience** in innovation design, scaling strategies, systems thinking, and proposal writing for institutional donors, particularly FID, GIF, or equivalent high-impact funds.
- **Proven track record of securing significant innovations funding** from institutional donors, with a strong portfolio of successful bids.
- **Demonstrated understanding of innovation ecosystems and scaling methodologies**, including adaptive programming and evidence-based scaling models.
- **Experience in applying cost-effectiveness / return on investment methodologies** to make a rapid assessment.
- **Strong analytical and research skills**, with the ability to synthesise complex information into compelling narratives.
- **Exceptional stakeholder engagement and coordination experience**, with prior work across multiple sectors, including government, academia, and social enterprises.
- **Ability to integrate diverse stakeholder inputs into high-quality proposals**, ensuring coherence and strategic alignment.
- **Excellent written and spoken English**, with a proven ability to develop clear, persuasive, and technically sound proposals.
- **Ability to work independently and remotely**, delivering high-quality outputs within tight deadlines.
- **Experience in waste recycling, circular economy, or environmental sustainability** is an advantage.

How to apply

Reference: Innovations and Scaling Advisor /YOUR NAME

The following documents should be sent to: recruitment@wasteaid.org

- Cover letter of maximum 2 pages detailing your suitability for the assignment and how you correspond to the required skills and experience.
- Detailed proposal including work plan to carry out the consultancy and day rate in GBP.
- CV of maximum 3 pages.

Note that pages in excess of the maximum will not be assessed.

As a small organisation we are only able to contact short-listed applicants. Short-listed candidates will be invited to interview in late May, and be asked to provide two examples of similar work or proposal bids they have led and details of two professional referees.

Closing date: 18 May 2025.

WasteAid is committed to promoting a diverse and inclusive community - a place where we can all be ourselves and succeed on merit. Qualified women are particularly encouraged to apply, as are qualified people living with a disability.