

Call for Expressions of Interest: Establishment of the FEBA Roster of Strategic Experts (FEBA)

1. Background

The European Food Banks Federation (FEBA) is the largest food banking network in Europe, bringing together food banks committed to reducing food loss and waste while supporting people experiencing food insecurity. By connecting Members, partners and institutions, FEBA strengthens the collective capacity of the food banking movement to maximise its social and environmental impact across Europe.

As FEBA embarks on the implementation of its **2027–2030 Strategy**, the organisation is entering a new phase of growth and ambition. Alongside strengthening its network, FEBA is expanding its work in digital transformation, data and impact, monitoring, evaluation and learning (MEL), sustainable food systems, policy and advocacy, partnerships, communications, organisational development and innovation.

To successfully deliver these ambitions, FEBA recognises that excellence is built through collaboration. The organisation therefore seeks to establish a **Strategic Expert Roster** bringing together trusted professionals, organisations and multidisciplinary teams capable of providing specialised knowledge, innovative solutions and strategic advice across a broad range of disciplines.

Beyond individual assignments, the Strategic Expert Roster is intended to foster long-term collaboration with experts who share FEBA's commitment to strengthening Europe's food banking movement and accelerating the transition towards more sustainable, resilient and inclusive food systems.

2. Purpose of the Call

The purpose of this Call for Expressions of Interest is to identify and pre-qualify individuals, organisations and multidisciplinary teams with expertise aligned with FEBA's strategic priorities.

The **FEBA Strategic Expert Roster** will provide the organisation with access to trusted expertise to support the design, implementation and delivery of strategic initiatives that strengthen organisational capacity, generate evidence, foster learning and innovation, support adaptive management and maximise the collective impact of Europe's food banking movement.

The roster is intended to facilitate timely access to specialised expertise across a broad range of disciplines while fostering long-term collaboration with professionals and organisations that share FEBA's mission and values.

Inclusion in the Strategic Expert Roster does not constitute a commitment to contract or guarantee any minimum volume of work. Assignments will be awarded in accordance with FEBA's internal procurement procedures and, where applicable, the requirements of the relevant funding or contracting authority.

3. Strategic Areas of Expertise

As part of the implementation of its **2027–2030 Strategy**, FEBA is building a community of trusted strategic experts to support the organisation and its members in strengthening Europe's food banking movement.

Through strategic advice, technical expertise and innovative solutions, these experts will contribute to enhancing the redistribution of surplus food, strengthening organisational capacity and strategic partnerships, driving innovation and maximising the movement's contribution to social inclusion, food security, and more sustainable and resilient food systems across Europe.

Recognising that these ambitions require diverse perspectives and multidisciplinary expertise, FEBA invites applications from individuals, organisations and multidisciplinary teams across a broad range of strategic disciplines.

Applicants may apply for one or more of the following **Strategic Areas of Expertise**.

The Strategic Areas of Expertise provide an indicative framework for the Strategic Expert Roster. FEBA recognises that many applicants possess multidisciplinary expertise and therefore encourages applications for one or more Lots, where relevant.

A. Digital Transformation and Innovation

Supporting FEBA and its Members in harnessing digital technologies, data and innovation to improve collaboration, organisational effectiveness, evidence-based decision-making and food redistribution across Europe.

Lot 1 – Digital Workplace, Knowledge Management and Collaboration

Support the design, implementation and continuous improvement of integrated digital workplaces that strengthen collaboration, knowledge sharing, productivity and organisational effectiveness across FEBA and its Members.

Desired expertise: Microsoft 365, SharePoint, Microsoft Teams, knowledge management, digital transformation, workflow automation, AI-enabled solutions, business process optimisation, organisational change and user adoption.

Lot 2 – Data, Analytics and Impact

Strengthen FEBA's capacity to generate, manage and communicate high-quality data that supports evidence-based decision-making, ESG reporting, organisational learning and the measurement of the collective environmental and social impact of Europe's food banking movement.

Desired expertise: Data management, data governance, business intelligence, dashboards, data visualisation, monitoring and evaluation, ESG reporting, SROI, impact measurement, statistics and analytical modelling.

Lot 3 – Digital Innovation and Technology

Develop innovative digital solutions that enhance collaboration, improve operational efficiency, strengthen food redistribution and enable the continued digital transformation of FEBA and its Members.

Desired expertise: Digital platforms, systems integration, enterprise architecture, Salesforce, AI applications, UX/UI, software development, cloud technologies, cybersecurity and technology innovation.

B. Food Systems, Policy and Research

Supporting the development of sustainable food systems through technical expertise, evidence generation, public policy, advocacy and research that strengthen the enabling environment for food banking across Europe.

Lot 4 – Food Circularity and Sustainable Food Systems

Provide technical expertise that advances food circularity, reduces food loss and waste, and supports the transition towards more sustainable, resilient and inclusive food systems.

Desired expertise: Food systems, food circularity, circular economy, sustainability, climate action, food waste prevention, supply chains, logistics, food redistribution and environmental sustainability.

Lot 5 – Policy, Advocacy and Research

Support the development of evidence-based policy, strategic advocacy and applied research that strengthens the enabling environment for food banking and food donation across Europe.

Desired expertise: European and national public policy, public affairs and advocacy, food systems and sustainability, food donation legislation, food loss and waste prevention, circular economy, agriculture and agri-food policy, social policy and food security, climate and environmental policy, research and policy analysis, stakeholder engagement and coalition building, monitoring, evaluation and evidence generation, strategic communications for advocacy and EU-funded programmes.

C. Partnerships, Communications and Organisational Development

Strengthening collaboration, organisational excellence and stakeholder engagement to increase the impact, visibility and long-term sustainability of Europe's food banking movement.

Lot 6 – Strategic Partnerships and Resource Mobilisation

Support the development of strategic partnerships and the mobilisation of financial and in-kind resources that strengthen Europe's food banking movement and accelerate collective impact.

Desired expertise: Corporate partnerships, institutional fundraising, EU funding, proposal development, philanthropy, partnership strategy, business development, donor engagement and strategic relationship management.

Lot 7 – Communications, Marketing and Public Engagement

Strengthen FEBA's visibility, influence and stakeholder engagement through strategic communications, compelling storytelling, creative content and high-quality multimedia production that showcases the impact of Europe's food banking movement.

Desired expertise: Communications strategy, public relations, media relations, press office support, press release development and distribution, marketing, storytelling, digital communications, SEO, social media, content creation, photography, videography, video editing, graphic design, motion graphics, visual identity, multimedia production and event communications.

Lot 8 – Organisational Development and Capacity Building

Support organisational excellence by strengthening leadership, organisational effectiveness, innovation, learning and capacity development across FEBA and its Members.

Desired expertise: Organisational development, strategic planning, facilitation, leadership development, change management, organisational learning and capacity building.

D. Corporate Services and Organisational Performance

Providing specialist expertise that strengthens FEBA's governance, operational excellence, financial management and organisational resilience.

Lot 9 – Finance, Administration, HR and Compliance

Provide specialist expertise that strengthens financial management, governance, operational excellence and organisational resilience across FEBA.

Desired expertise: Financial management, accounting, EU grant management, procurement, human resources, compliance, legal counsel, risk management, internal controls and organisational policies.

E. Programme Delivery, Monitoring, Evaluation and Learning

Supporting the effective delivery of programmes and strategic initiatives through strong project management, accountability, organisational learning and continuous improvement.

Lot 10 – Programme Management, Monitoring, Evaluation and Learning (MEL)

Support the planning, implementation and coordination of European programmes and strategic initiatives while strengthening monitoring, evaluation and learning systems that promote accountability, organisational learning and continuous improvement.

Desired expertise: Programme and project management, multi-country programme coordination, donor reporting, stakeholder engagement, facilitation, event management,

monitoring, evaluation and learning (MEL), Theory of Change, results frameworks, impact measurement, organisational learning, capacity building and adaptive management.

4. Scope of Engagement

Experts included in the Strategic Expert Roster may be invited to contribute to a wide range of assignments in accordance with FEBA's strategic priorities and organisational needs.

Assignments may include, but are not limited to, the following:

- Strategic advisory services and technical assistance
- Research, policy analysis and evidence generation
- Programme and project design, implementation and coordination
- Monitoring, evaluation and learning (MEL), impact assessment and Theory of Change development
- Organisational development, governance and capacity building
- Facilitation of workshops, meetings and learning events
- Digital transformation, systems development and data solutions
- Communications, advocacy and creative production
- Partnership development, fundraising and resource mobilisation
- Other specialist services aligned with FEBA's strategic objectives

Assignments will vary in scope, duration, complexity and level of effort, and may be delivered remotely, in person or through a combination of both, depending on the nature of the assignment.

5. Eligibility

FEBA welcomes applications from qualified individuals, organisations and multidisciplinary teams with expertise relevant to one or more of the Strategic Areas of Expertise.

Applicants should demonstrate:

- Relevant technical and/or strategic expertise aligned with one or more of the identified Lots.
- Proven professional experience relevant to the selected Lot(s).
- Experience working in European, international and/or non-profit environments (desirable).
- Strong analytical, communication, interpersonal and collaboration skills.
- Excellent command of English (knowledge of additional European languages is considered an asset).

- The legal capacity to enter service contracts and, where applicable, to provide the required documentation for contracting and payment.
- The ability to work effectively within European time zones and to participate in virtual and in-person meetings during normal European business hours. Applicants based outside Europe are welcome to apply where these requirements can be reasonably accommodated.

6. Application Requirements

Applicants are invited to submit the following:

- A curriculum vitae (CV), company profile or organisational profile, as applicable.
- A brief statement (maximum two pages) outlining their expertise, relevant experience and the Lot(s) for which they wish to be considered.
- Examples of relevant work, publications, portfolios and/or references, where applicable.
- An indicative daily or hourly professional fee, for planning and budgeting purposes only. A detailed financial proposal will be requested only for specific assignments, where applicable.

Applications are welcomed from qualified experts, organisations and multidisciplinary teams based in Europe and internationally. While FEBA's work is primarily focused on Europe, applicants should be able to collaborate effectively within European business hours and, where required, participate in virtual meetings and undertake occasional travel.

Most assignments are expected to be delivered remotely. Depending on the nature of the assignment, occasional travel to Brussels or other European locations may be required.

7. Selection and Use of the Strategic Expert Roster

Expressions of interest are welcome on an ongoing basis. Those received by **Friday, 18 September 2026** will be considered in the first review round.

Applications will be reviewed on a rolling basis against the eligibility requirements, relevant expertise, professional experience and overall alignment with FEBA's strategic priorities. Applicants will be informed of the outcome of the review process.

Successful applicants will be included in the FEBA Strategic Expert Roster for an initial period of three years, after which the roster may be renewed or updated at FEBA's discretion.

Inclusion in the Strategic Expert Roster confirms that an applicant has been pre-qualified for consideration for future assignments. It does not constitute a commitment to contract, guarantee selection for any assignment, or guarantee any minimum volume of work.

For individual assignments, FEBA may invite one or more experts from the Strategic Expert Roster to submit a technical and/or financial proposal, depending on the nature, complexity and value of the assignment. **The selection and award of assignments will be conducted in accordance with FEBA's internal procurement procedures and, where applicable, the procurement or contracting requirements of the relevant donor or funding authority.**

FEBA reserves the right to update, suspend or close the Strategic Expert Roster, in whole or in part, at any time, without obligation to award assignments.

8. Data Protection

FEBA is committed to protecting the privacy and personal data of applicants. Personal data submitted as part of this Call for Expressions of Interest will be processed solely for the purpose of evaluating applications, managing the Strategic Expert Roster and, where applicable, contacting experts regarding future assignments.

Personal data will be processed in accordance with the EU General Data Protection Regulation (GDPR) (Regulation (EU) 2016/679) and applicable Belgian data protection legislation. Access to application materials will be restricted to authorised FEBA personnel involved in the management of the Strategic Expert Roster.

Applicants may request access to, correction or deletion of their personal data, or exercise any other rights available under applicable data protection legislation, by contacting FEBA at recruitment@eurofoodbank.org.

9. Contact Information

Applications and any questions regarding this Call for Expressions of Interest should be sent to:

European Food Banks Federation (FEBA)

 recruitment@eurofoodbank.org

 www.eurofoodbank.org

To help FEBA process expressions of interest efficiently, applicants are kindly requested to state clearly in the subject line of their email the Strategic Area of Expertise and the Lot number(s)

for which they are applying, for example: *Roster – Lot 6 – Strategic Partnerships and Resource Mobilisation*.