

World Vision Registration No. PVO 26 /79

INVITATION TO TENDER

BASELINE TENDER FOR THE PROJECT STRENGTHENING CAPACITY FOR ECOSYSTEM SERVICE FOR IMPROVED LIVELIHOOD AND RESILIENCE AMONG SMALLHOLDERS IN CHIMANIMANI DISTRICT, ZIMBABWE

World Vision Zimbabwe (WVZ) is inviting tenders from reputable individuals or organizations to submit bids to conduct baseline surveys for the project Strengthening Capacity for the Ecosystem Service for Improved Livelihood and Resilience among Smallholders in Chimanimani District, Zimbabwe. They seek to achieve a sustainably managed and well-functioning ecosystem to improve food and water security and livelihood, build resilience to shocks, and adapt to and mitigate climate impact.

The baseline study seeks to:

- The main objective of this baseline is to collect, validate, and analyze data on all indicators that will be used to track progress during the entire project cycle.
- In particular, the baseline aims to explore how the demographic, social, and economic background factors among target participants are associated with core project outcome indicators.
- The baseline will also identify and map institutions as well as partners and/or potential partners involved in natural resources management in the target districts.
- This will inform the project progress and constraints and derive lessons learned to help properly implement the project, as well as provide a basis to plan and program future activities.
- Assess, using statistical tests of comparison, the changes in measured values and observed conditions and practices.

Completed bids sealed in an envelope should state the tender reference “**Baseline for the project Strengthening Capacity for Ecosystem Service for Improved Livelihood and Resilience among Smallholders in Zimbabwe**” and should be submitted and deposited in the tender box at World Vision International, Zimbabwe, National Office; No. 59 Joseph Rd; off Nursery Road; Mount Pleasant; Harare or World Vision Mhakwe Office, Mutambara Mission School, Chimanimani.

The closing date for submission of bids is 1200 hours, 24 October 2024.

NB: Local community members with the qualifications are encouraged to apply.

Disclaimer

“The contents of this publication are the sole responsibility of World Vision Zimbabwe and can in no way be taken to reflect the views of the donor, Rotary International.”

Baseline Terms of Reference

Strengthening Capacity for Ecosystem Service for improved livelihood and Resilience among Smallholders in Zimbabwe: Chimanimani

Project Number:

World Vision and Rotary International

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Terms of Reference Approval:

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Version Status: Draft

Date Submitted:

Approved at
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Advisor,
World Vision Zimbabwe. **Date Approved:**

Approved at Rotary
International **Date Approved:**

Glossary

AP	Area Programme
COP	Climate Conference of Parties
GEDSI	Gender Equality, Disability and Social Inclusion
DME	Design Monitoring and Evaluation
FGD	Focus Group Discussions
HH	Household
KII	Key informant interview
FMNR	Famer Managed Natural Regeneration
NRM	Natural Resources Management
NO	National Office
NDS1	National Development Strategy 1
NDC	Nationally Determined Contribution
PLA	Participatory Learning and Action
TOR	Terms of Reference
WVZ	World Vision Zimbabwe

I Project Summary

Project Name	:Strengthening Capacity for Ecosystem Service for improved livelihood and Resilience among Smallholders in Zimbabwe
Country and district(s)	: Zimbabwe (Chimanimani District)
Start date	: <i>1st September, 2024</i>
End date	: 30 th September, 2026
Total Project Budget	: USD800 000
Project goal and outcomes	: Goal: To achieve a sustainably managed and well-functioning ecosystem to improve food and water security and livelihood, build resilience to shocks, adapting and mitigating climate impact Outcome 1: Capacity of institutions, communities and households improved on sustainable use of natural resources Outcome 2: Degraded communal land and forests in target area rehabilitated and restored for productive use. Outcome 3: Increased and diversified income generating activities and resilient livelihood options promoted through regenerative agriculture among smallholders.

Estimated Beneficiaries (Direct): 20667 (9086 direct beneficiaries and 11581 indirect beneficiaries)

Site #	Ward #	# beneficiaries
1	20	7345
2	9	6476

2 Project Description

Zimbabwe as a country has its communities severely affected by environmental degradation and climate change. Climate change is a continuing threat towards the wellbeing of people and biodiversity, both in rural and urban areas. Deteriorating water quality and quantity, loss of biodiversity and declining agricultural productivity due to climate change, are no longer potential threats but rather threats that have already struck and caused Zimbabweans repeated misery. Zimbabwe was among the countries most severely impacted by El Nino. Approximately 75% of the country in 2016 received less than 95% of normal seasonal rainfall, leading the country to declare a national state of disaster. In March 2019, Cyclone Idai struck Central Mozambique and brought devastating rains and floods and land slide to southern Malawi and over the eastern Zimbabwean province of Manicaland. And the worst impacts occurred in Chimanimani and Chipinge Districts where the ecosystem function to meet basic wellbeing is severely disrupted. The cyclone destroyed over 9,600 hectares of crops, resulting in an estimated loss of 40,000 metric tons of maize, the region's staple food. This loss not only poses a threat to food security within the district but also has broader implications for the country's agricultural productivity. Livestock, the main source of income for many farmers, also suffered greatly, with over 40,000 head of cattle either perishing or being severely affected. Moreover, Cyclone Idai caused widespread deforestation in Chimanimani district, where this project will be operating, with over 80,000 hectares of forests destroyed.

With this background, World Vision Zimbabwe with the support of Rotary International is embarking on this project in Chimanimani district which seeks to strengthen the capacity of smallholder farmers and their institutions for the protection and sustainable use of the natural resources base, essential maintaining well-functioning ecosystem essential that provides essential service for livelihood and wellbeing as well as reducing and mitigating the impact of climate related impact. The project is closely aligned with key government policies and strategies, including the National Development Strategy 1 (NDS1), Land Degradation Neutrality (LDN) Strategy, National Forest Policy, and the revised Nationally Determined Contribution (NDC). By enhancing smallholders' abilities to manage and restore ecosystems, this project complements government efforts toward sustainable economic growth, environmental sustainability, and improved livelihoods as detailed in National Development Strategy 1. Furthermore, the project's emphasis on reforestation, soil conservation, and sustainable water management which also contributes Zimbabwe's commitment in fulfilling the latest agreement reached in last Climate Conference of Parties (COP 28) for the Global Climate Action for governments, private sector and civil society to collaborate for practical climate solution to be scaled up to reduce emission by half, increase adaptation and resilience efforts by 2030.

The overarching goal of the project to strengthen the capacity of smallholder and their institutions in the restoration of land and local ecosystem and adapt to climate change through sustainable land management, Farmer Managed Natural Resources (FMNR), the application of regenerative agricultural practice including water management, agroforestry, crop-livestock integration, are integral part to improve productivity and livelihood, improve net carbon storage in the local landscape and build

resilience to shock. The main objective of this baseline is to collect, validate and analyse data on all indicators that will be used to track progress during the entire project cycle.

3 Project Indicators

The Project Logframe

The table presents goal and outcomes statements with indicators that are to be baselined.

Results	Indicators
Outcome 1: Capacity of institutions, communities and households improved on sustainable use of natural resources.	# of community institutions in NRM that are functional (I.e., action plan, community-led initiative, bylaws development &, enforcement, community forums).
Output 1: Increased knowledge and practice of communities, their institutions and households in improved natural resources management and communal rangeland to adapt and mitigate climate impact.	% of HH and community leaders reporting an improved knowledge of NRM % of HH and community leaders reporting action taken by the community to protect natural resources and climate risks.
Activity1.1.1 Take inventory on the status of community natural resources (land, forest and water) to facilitate community visioning	Community resources management plans developed for Ward 9 and 20.
Activity 1.1.2: Train households, community members, community leaders, women, youth on the benefits from protection of natural resources and their sustainable use.	% of people trained in NRM % of Household beneficiaries reporting increased knowledge on NRM.
Activity 1.1.3: Train and coach community leaders and Ward Development Committees in community visioning and planning and inclusive process to ensure the participation of community members, women and youth in decision-making.	# of well-functioning NRM committees with bylaws.

Results	Indicators
<p>Activity 1.1.4: Strengthen gender-sensitive & inclusive natural resources management committees to protect and manage existing forest, woodland, indigenous non-timber forest products, grazing and pasture areas.</p>	<p># of community action plan discussed and approved by the Ward Development Committee.</p> <p># of women participating in NRM committee</p> <p># of Youth participating in NRM committee</p>
<p>Activity 1.1.5: rehabilitate and strengthen existing community-led institutions in Natural resources management (i.e. Watershed management, DRR, Environmental-subcommittee, Garden Committee, water user committee) to develop, implement and enforcement of bylaws for the protection and management of natural resources, conflict resolution, equitable access, and benefit sharing.</p>	<p># of bylaws/constitutions for the protection and management of NRM in place and enforced.</p>
<p>Activity 1.1.6: Establish community level platform for Ward and district level relevant government institutions in agriculture, environment, and natural resources management to facilitate and strengthen linkages with community-based institutions for technical back-up and support.</p>	<p># of meeting held between community institutions and relevant ward and district level institutions.</p> <p># agreements made community and government institutions with regard NRM.</p>

Results	Indicators
Activity 1.1.6: Organize learning events on major Environmental Days for awareness raising on climate change and environmental stewardship involving the whole community	<p># of awareness raising events held.</p> <p># of people indicating improved knowledge on environment and climate impact issues.</p>
Outcome 2: Degraded land and forests, water sources in target area rehabilitated and restored for productive use.	Increase in degraded land restored. (Areas in hectares restored)
Output 2: Improved knowledge and application of Sustainable Land Management and Forest and tree Management practices/techniques by communities, households including women and youth.	% of people demonstrating improved practices in NRM and forest/tree management.
Activity 2.2.1: Train and equip community members, women, and youth in FMNR, techniques.	<p># of hectares under FMNR.</p> <p># of community members trained, coached, or mentored disaggregated by sex and age.</p> <p>% of farmers practicing FMNR.</p>
Activity 2.2.2: Support and facilitate partnership with local NGO's focused on tree planting and establishment of nursery to support community and household efforts on enrichment tree planting of indigenous trees and multipurpose trees on communal land lands, schools, and around households.	<p># of community nursery established</p> <p># of trees planted</p> <p>% of survival rates</p>
Activity 2.1.3 Support the training for community members, youth and women in management of community nursery, enrichment trees and multipurpose tree planting and grasses for conservation and household use.	# of HH reported in improved nursery management and tree planting
Activity 2.2.4: Support and train community members in improved grazing and pasture management for improved small ruminates practice and production.	% of HH reporting in improved production (i.e. income, consumption and number) of small ruminants.

Results	Indicators
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Activity 2.2.5 Support community members with improved and viable water points for crop, nursery, small ruminants & domestic use.	# of rehabilitated water points. % of HH benefiting from water points.
Outcome 3: Increased and diversified income generating activities and resilient livelihood options promoted through regenerative agriculture.	% of smallholders reporting increased income or production from diversified and resilient livelihood options.
Output 3: Improved capacity of smallholder and community institutions in adoption of regenerative agriculture practices (i.e., soils, water and agroforestry) to enhance food security, livelihood, resilience to shocks and net carbon storage in local ecosystem.	% of smallholders adopting regenerative agricultural practices. % of smallholders reporting an increase in income, food security or productivity.
Activity 3.3.1: Promote soil fertility practices/technics optimally adapted to the local context (i.e. minimum tillage, cover cropping, mulching, crop rotation with both shallow and deep-rooted crops, crop diversification, intercropping, keeping crop residue, and living roots on the ground).	% of increment in soil organic matter % of smallholders reporting and benefiting from improved soil fertility practice and increase in crop yield.
Activity 3.3.2. Support the expansion of the existing gravity-fed small-scale irrigation scheme, to reach newly targeted community for use by smallholders.	# of hectares under small-scale irrigation scheme as the result of expansion efforts. % of smallholders benefiting from the expansion of irrigation scheme in terms of income food security or livelihood diversification.
Activity 3.3.3: Train water points and irrigation scheme committees, including women and youth, on sustainable management and efficient use of water resources.	% of HH reported demonstrating efficient water use desegregated by gender.
Activity 3.3.4: Support smallholders in production of high value and nutrient dense crops for income and food security.	% of HH demonstrating production of high value and nutrient dense crops. % of respondent reporting an increase in income.
Activity 3.3.5: Train women and youth in the	% of women and youth respondent reporting

Results	Indicators
development of alternative livelihood options (non-farm) using the local natural resources.	increased benefit from such training
Activity 3.3.6: Promote improved practice/technics to enhance synergy for both crop and livestock productivity through multipurpose trees (i.e., nitrogen fixing legumes, macadamia nut, Leucaena, fruit trees, fodder trees, grasses, etc.) for income generation and household use.	# and type of multipurpose trees planted with benefits for crops and livestock and HH needs. % of respondent benefiting from one or more of such practices.
Activity 3.3.7: Support and rehabilitate community asset for production & conservation (i.e. community garden, water points, community nursery, etc.) and facilitate market linkages.	# of community owned asset rehabilitated for production and conservation.

4 Baseline Intended Audience and use

Intended Audience	Communication Method	Expected Use
Traditional Leaders and community representatives	Summary Findings Document	Validate report in line with data collection and plan
Government Stakeholders	Baseline report and Summary document	Offer feedback on the report as key implementing stakeholders and properly define their roles
WVZ Staff	Baseline report, Presentation of findings and Summary document	Help validate key indicators, Plan Project activities,
Rotary International Technical Support Staff	Baseline Report and Presentation	Help validate key indicators, Plan Project activities,

5 Baseline description

5.1 Baseline objectives

The main objective of this baseline is to collect, validate and analyse data on all indicators that will be used to track progress during the entire project cycle. In particular, the baseline aims to explore how the demographic, social and economic background factors among target participants are associated with core project outcome indicators. This explores if and to what extent the project pathways are expected to work in a relevant and appropriate manner among the participants. The baseline will also identify and map institutions as well as partners and/or potential partners involved in NRM in the target districts. This will inform the project progress, constraints and derive lessons learned to help properly implement the project as well as provide a basis to plan and program future activities.

Specific baseline objectives will include the following;

- Describe the prevailing conditions of the target population, including community and household characteristics
- Establish baseline indicator values for all indicators requiring data collection outside of regular project activities
- The data will be used to re-test the project assumptions and refine project implementation priorities.
- Provide information and recommendations that can help to strengthen the activity design, improve targeting, and enrich the understanding of the project context

6 Scope and Methodology

The baseline will be conducted in the 2 wards of Chimanimani district targeting all the sites identified for restoration by the communities. While the consultant, will develop the appropriate study methods and data collection techniques in consultation with WV, the following is envisaged from WVI perspective: Owing to the nature of the project expected outcomes and indicators i.e. a mix of qualitative and quantitative; the study will synthesize the application of both qualitative and quantitative research methods, adopting a participatory evaluation approach. The study will use both qualitative and quantitative techniques from both primary and secondary sources. The following methods are expected for collecting the necessary data and information. In particular, all tools (household survey, key informant interview and FGDs guides) will be developed by the consultant throughout guidance by WV. The consultant will be expected to become familiar with the project and approach by conducting literature review (including grey literature).

- Literature review (reviewing documents, such as the Environmental and GEDSI Assessment reports, Project Design Document and National publications (Reports and Policies on Gender, disability, environment, climate etc.)
- Key informant interviews (using semi-structured interviews)
- Use of GIS and remote sensing techniques to collect spatial data
- Household survey
- Focus group discussions
- Community participatory exercises
- Observations

Key Groups:

The baseline study will prioritise reaching women, youths and vulnerable groups and hard-to-reach population including widows, single mothers, and people with disability. This will include women-only groups that are confidential and safe, KII and FGDs with people with disabilities as well as KIIs with representative organisations of women, widows and people with disabilities.

For primary data collection, this will be conducted at various levels, taking into consideration all relevant individuals, groups and institutions. For the survey, enumerators will administer questionnaires, predominantly based on closed-ended interview guides prepared by the consultant (s).

For semi-structured interviews involving focus group discussions and key informant interviews, FGD and KII interview guides will be developed with flexible and open-ended questions. Major focus for KII will be with district partners and traditional leadership.

7 Ethical and Technical Requirements

For this baseline to be successful, there are certain ethics and requirements to be followed by the consultant as outlined below;

Protection of Participants, Children and data

As a child focused organisation, World Vision ensures that we do not harm children and young people through our presence, programming or measurement. Given that children and young people are minors, the organisation considers the ethics of including (and excluding) children in all types of evaluation and research initiatives, including direct survey methods, and the scope of such a survey. World Vision being an advocate for children's rights as outlined below, expect the consultant to be able to adhere and protect these rights as well.

As part of our mandate to advocate and protect the best interests of children, we must promote their participation in activities that concern them and give them a platform to express their own views. However, gathering information from and with children can raise ethical questions and concerns. It is critical that ethical principles are applied throughout the process. Ensuring the best interest of every child is paramount and is an overarching principle for all engagement with children. The best interests of children must be respected and protected as the top priority throughout the entire baseline process, from beginning to end.

Children's Rights

- Children have rights to be listened to, to freely express their views on all matters that affect them, to freedom of expression, thought and association, and of access to information;
- Measures should be put in place to encourage and facilitate their participation in accordance with their age and maturity;
- Participation should promote the best interests of children and enhance their personal development;

- All children have equal rights to participation, without discrimination;
- All children have the right to be protected from manipulation, violence, abuse and exploitation.

The following 10 ethical principles are to be followed and adhered to by all baseline participants in order to protect everyone involved.

- Protect participants from harm: This includes emotional, physical, and other forms of harm or distress.
 - Ensure that facilitators and/or data collectors are not a threat to children through appropriate local background checks.
 - Discuss and take steps, prior to any child participation activity, to address any potential physical, social, emotional or other risks to facilitators and participants.
 - Make arrangements for psychosocial supports to be in place as a possible option for participants who become distressed during an activity. This should involve mapping all psychosocial resources within the community including faith-based leaders, counsellors, etc.
 - As soon as participants show any form of distress, the activity should be paused and the individual(s) asked if they feel comfortable continuing. If not, the activity can either be stopped immediately or the individual(s) allowed to stop participating.
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- All participation must be voluntary: Voluntary participation means that every participant must give “informed consent.” This should be done using the Free, Prior Informed Consent (FPIC) methodology concept.
 - For child participants (people under 18 years old; although in practice childhood and youth can extend above 18 years according to local cultural perspectives), the consultant will be required to get both the caregiver’s and the child’s consent whether written or verbal consent.
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- Respect cultural traditions, knowledge, and customs: The facilitators should always respect and follow local codes of dress and behaviour, use the local language and age appropriate techniques, and be sensitive to differences among participants.
 - Establish as much equality as possible: Facilitators should always strive to sit, speak and act in ways that are child-friendly and that minimise power inequalities with participants as much as possible.
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- Reciprocity: Any compensation to participants (such as refreshments) should be agreed upon in advance. Avoid giving money because it can result in raised expectations, lead to tension and jealousy in the community, and bias participants’ contributions (especially in research).
 - Respect privacy: Facilitators should not probe for information if it is clear that a participant would not want to answer

- Ensure confidentiality: Data must be stored in a safe place where it cannot be accessed by unauthorised people. Confidentiality of participants must be prioritised by all handling data thought out the study.

8 Roles and Responsibilities of Baseline Stakeholders: Consultant

8.1 Consultant scope of work

The study is to be conducted by a consultant specialising in evaluative processes. Duties include:

- Preparation for the study: planning scope, engagement, logistics and schedule; documented in a clear inception plan.
- Training enumerators for field data collection
- Leading primary data collection and analysis
- Writing a final baseline report and executive summary
- Supporting the project to set baseline targets and complete the Indicator Tracking Table
- Developing all data collection tools and shares them with the technical staff for review
- Pre-testing data collection tools and makes necessary revisions

Aligning with the deliverables below, and the schedule shown in Section 12, we anticipate approximately 5 weeks of work are required but consultants are free to propose an alternative number of days as long as the maximum budget is not exceeded.

8.2 Consultant Deliverables

- a Final Baseline Report using the embedded template



Baseline Reporting
Template.docx

- An updated Indicator Tracking Table which includes the baseline and agreed target figures.
- Spatial data showing tree density and vegetation distribution both in ad-hoc maps and vector data (ESRI Shape files)

8.3 Consultant criteria

- Extensive **experience** conducting baseline, mid-term, and end of project evaluations for climate change, food security and gender inclusion, projects in Zimbabwe or Southern Africa.
- Experience in carbon markets mechanisms and NRM assessments preferred.
- Strong experience in **quantitative** data collection and statistical analysis

- Extensive **qualitative methods** experience, and/or experience in balancing mixed method approaches when designing a methodology
- Strong experience in **training** of enumerators and quality control
- Excellent **writing skills in English**
- Demonstrated skills in survey design

9 Roles and Responsibilities of Baseline Participants: World Vision staff / partners

Name	Position	Duties	TOR review/ approval required? ¹	Final report approval required?
	AP Manager	-Ensuring that all key stakeholders (community & district)are well informed about the proceeding of the study - Supervising and coordinating overall baseline activities	Review only	Approve
	NO DM&E Specialist/Technical Programme Manager (ER&R)	Design of TORs, Review Baseline report	Review and incorporate comments	Approve
	NO Supply Chain Manager	Advertising, and engagement of the Contractor	Review	
	WV Project Advisors	Approval of the TORs, review and approve the Baseline Report	Review	Approve
	Rotary International	Review of TORs, Baseline report	Review	Approve

¹ Write “review only” or “review and approve” in the relevant boxes in these three columns.

10 Assignment Conditions

The overall budget for the baseline study is **\$0,000**, which should include personal Personnel remuneration, transport logistics, training and hiring of field data collectors, Pilot-LT and bundles, Scripting & Translation, data processing etc. World Vision Zimbabwe shall not incur any additional cost besides the already budgeted for budget cap.

11 Limitations

During evaluation planning stage, limitations of the selected methodology and sampling techniques will be identified and documented. Similarly, during analysis and interpretation of results/generating recommendations, any limitations and biases will be identified and documented as an integral part of baseline study.

12 Schedule and timeframe

	Responsible	Due date
Preparation		
Finalise and share TOR and call for consultants	TP Manager (WVZ)/DME Specialist for Livelihoods/Acting Sel Director	16/10/24
Receive proposals, including space for clarifying questions from consultants (optional)	Supply Chain Manager	
Contract consultant using appropriate procurement practices	Supply Chain Manager	
Document review	External Consultant	
Draft Inception Plan	External Consultant	
Final Inception Plan incorporating feedback from the reviewers listed in Section 9.	External Consultant	
Recruitment of enumerators	External Consultant	
Data collection and analysis - quantitative		
Participant selection	External Consultant	
Data collection	External Consultant	
Transcription and grouping/coding, qualitative information	External Consultant	

Quantitative data analysis	External Consultant	
Initial presentation of results	External Consultant	
Data collection and analysis – qualitative		
Participant selection	External Consultant	
Communication: study purpose, timeframe and end use	External Consultant	
Data collection	External Consultant	
Transcription and grouping/coding, qualitative information	External Consultant	
Quantitative data analysis	External Consultant	
Initial presentation of results	External Consultant	
Report writing		
1 st complete draft baseline report	External Consultant	22/11/24
Review first draft	AP Project Manager, DM&E Specialist, Technical Program manager, Project technical advisors	
2 nd draft baseline, first draft executive summary / impact brief	External Consultant	
Review second draft	AP Project Manager, DM&E Specialist, Technical Program manager, Project technical advisors	
Final report and final presentation of results	External Consultant	02/12/24
Dissemination of results to community, partners, stakeholders	AP Project Manager, DM&E Specialist, Technical Program manager, Project technical advisors	

13 Budget

14 Instructions to bidders and selection criteria

The interested Consulting firm/Consultant will have to produce both a technical and a financial proposal based on this ToR and submit the same to the National Office, World Vision Zimbabwe, 59 Joseph Rd/Off Nursery Road, MT. Pleasant, Harare, Zimbabwe. Or 32 Park Road, Suburbs, Bulawayo as per the guidance below:

A. Instructions to interested bidders

- Only national consultants and firms are invited to bid.
- The **deadline** to submit your bid is set on the XXXXXX.
- Bid should be submitted in English and include the following:
 - **Technical offer** including the following:
 - Proposed methodology (not exceeding 5 pages)
 - Detailed proposed workplan
 - CV of the consultant firm (if relevant) (not exceeding 2 pages)
 - Roles and responsibilities of evaluation team member (including level of effort)
 - Summary CV of evaluation team members detailing similar experience (not exceeding a quarter page per team member)
 - Full CVs in annex (not exceeding 3 pages per CV)
 - Samples of previous similar pieces of work (not exceeding 2 pieces of work)
 - Contact of references
 - **Detailed financial offer** in USD describing consulting fees, costs of facilitators, transport, travel and accommodation
 - Written confirmation of availability during the indicated timeframe

B. Selection Criteria (Optional)

The selection criteria will be viewed in two parts with the technical Proposal and qualifications been graded out of 70%, the financial Proposal 30%.

15 Hiring Conditions and contractual requirements

Safeguarding is mission critical to our organisation, our vision, and to every member of our staff. Our commitment to do no harm is central to who we are and everything we do. As such, all partners and consultants hired to work for World Vision are equally held to the same standard, and are expected to a police clearance check, and are advised to sign our child protection form before commencing any work.

See attached the documents and policies below that are to be complied by the consultant:





Ethical Principles for
Evaluation and Research

16 Reference Documents

Documents for literature review which include the PDD, AD Plan and Project concept note, will be shared with the successful applicant upon signing the contract.