



**Terms of Reference for the Provision of Consultancy Services for the project:** "Enhancing Resilience of Communities and Ecosystems in the Face of a Changing Climate in Arid and Semi-Arid Areas of Zimbabwe" (2025-2029).

## 1. Background and Context

TSURO Trust (Towards Sustainable Use of Resources Organisation) is a community-based organization (CBO) established in 2000, operating in Chimanimani, Chipinge, and Buhera districts of Zimbabwe. TSURO Trust's mission is to empower communities to improve their livelihoods and wellbeing through inclusive programming in collaboration with TSURO Association and all relevant stakeholders. The organization's Vision is to foster united, peaceful, economically empowered, healthy, food secure, disaster resilient, and inclusive communities fostering environmental stewardship in Manicaland Province of Zimbabwe.

TSURO Trust has the following key programmes, which are Sustainable Agriculture and Natural Resources Management (SANRM), Public and Environmental Health (PEH) and Livelihoods/ Economic strengthening (ES). Under the department of Sustainable Agriculture and Natural Resource Management (SANRM), main focus is on Agro-ecology, Watershed Management, Farmer-led Seed Systems, Holistic Land and Livestock Management (HLLM), Climate Change Adaptation and Biodiversity Conservation and Soil and Water Conservation. Under Public Environmental Health (PEH), the main focus is on Mental Health, Water, Sanitation and Hygiene (WASH), Sexual Reproductive Health Rights (SRHR), Disaster Risk Reduction and Nutrition. The department of Economic Strengthening (ES) focuses on market linkages, Community Agro-processing and Value addition, Internal Saving and lending (ISALs) and Income Generating Projects.

TSURO Trust, in partnership with the Environmental Management Agency (EMA), is implementing a 5-year project titled "Enhancing Resilience of Communities and Ecosystems in the Face of a Changing Climate in Arid and Semi-Arid Areas of Zimbabwe." This project is being funded the Adaptation Fund. The project is being implemented in ward 2 and 3 of Chimanimani District (Mhandarume and Chakohwa). The overall project goal is to enhance the resilience of communities and ecosystems in the face of a changing climate in Arid and Semi-Arid areas of Chimanimani District in Zimbabwe. Project objectives are:

1. To promote adaptive measures that support sustainable climate smart livelihoods.
2. To implement measures that support ecosystem resilience.
3. To create a conducive legal and institutional framework for adaptation.
4. To implement a comprehensive knowledge management system for sharing

## 2. Overall Objective of Consultancy

This consultancy mission is meant to support the third objective of the project which is to create a conducive legal and institutional framework for adaptation.

## 3. Specific Objective/ Scope of Work



The consultant is expected to achieve the following:

- Review existing by-laws for Chimanimani Rural District Council to ensure their alignment with the new Environmental Management Bill and other related climate policies and strategies
- Coming up with recommendations on the identified gaps on local by-laws, climate policies and strategies
- Conduct a comprehensive Capacity Needs Assessment for Extension Officers, local NGO staff and local leadership.

#### **4. Deliverables**

The consultant is expected to produce the following deliverables on or before 31 March 2026.

- I. Inception Report
- II. A detailed report of the reviewed local by-laws, climate policies and strategies, identifying specific gaps and areas of non-alignment between the current by-laws and the New Environmental Management Bill.
- III. A comprehensive needs assessment report for capacity needs for Extension Officers, NGO staff and local leadership.

#### **5. Consultant Qualifications and Requirements**

The ideal consultant must demonstrate proven expertise in Environmental Law, Governance, Community Development and Climate Change Adaptation.

##### **Essential Requirements:**

- A Master's Degree (or higher) in a relevant field such as Environmental Law, Development Economics, Natural Resource Management, Climate Change Adaptation, Development Studies, or Sociology/Anthropology.
- A minimum of ten (10) years of demonstrated professional experience in drafting, reviewing, and aligning local/national legislation, by-laws, or policy frameworks, preferably in Zimbabwe.
- Strong knowledge of Zimbabwean Environmental Legal Frameworks.

#### **6. Reporting and Submission**

Interested consultants are required to submit a complete application including a detailed CV for the team leader, valid tax clearance certificate, a technical proposal, a financial proposal and list of similar consultancy assignments done with traceable referees. The above documents should be send electronically on the following email [consultancy@tsurotrust.org](mailto:consultancy@tsurotrust.org) . The application must be received not later than 21 **November 2025 at 16:45 hours**. All correspondence should use the mandatory subject line "**Consultancy: Review of by-laws and Stakeholder Needs Assessment**".