



Towards Sustainable Use of Resources Organisation (TSURO)

TERMS OF REFERENCE

Consultancy Services for Review of Environmental Impact Assessment (EIA) and Environmental and Social Management Plan (ESMP) (Ward 7), Chimanimani, Manicaland, Zimbabwe: Year 2023 to 2026 (Project Number 3118)

1. Background and Rationale

The Nature Positive Food Systems for Climate Change Adaptation (Nature+) program is implemented by TSURO in collaboration with partners including ADRA Mozambique, Alongside Hope and the Canadian Food Grains Bank, with funding from Global Affairs Canada. The program runs from October 2023 to September 2026 and focuses on strengthening climate resilience, restoring ecosystems, and improving livelihoods in the Nemaikonde landscape.

The project promotes nature-based solutions such as conservation agriculture, improved water management, assisted natural regeneration, and improved livestock and rangeland management. It also enhances climate-resilient livelihoods and strengthens governance systems, with a strong focus on women, youth, and other vulnerable groups.

An Environmental Impact Assessment (EIA) and Environmental and Social Management Plan (ESMP) were initially conducted at the baseline stage of the project to assess anticipated impacts of the proposed interventions. In line with statutory requirements and project evolution, TSURO now seeks to review and update this initial EIA and ESMP, ensuring that they reflect current implementation realities, emerging risks, and compliance requirements.

A. LOCATION DESCRIPTION

The overall objective of the consultancy is to review the existing Nature+ EIA and ESMP, developed during the project's baseline phase.

Specifically, the consultancy will:

- Review the baseline EIA and ESMP to assess their relevance, completeness, and compliance with the Environmental Management Act (EMA) Chapter 20:27.
- Update the assessment to reflect current project activities, environmental conditions, and social dynamics.
- Assess environmental, social, economic, and cultural impacts of the project, including direct, indirect, and cumulative effects.
- Evaluate integration of the project with national, provincial, and district development frameworks.
- Provide recommendations, lessons learnt, and necessary improvements to support Environmental Clearance approval.
- The review will ensure that the EIA remains a living document, aligned with evolving climate risks, implementation progress, and community realities.

3. Scope of Work

The Consultant will undertake a comprehensive review of the baseline EIA and ESMP, including but not limited to the following:

- Review all existing EIA and ESMP documentation developed during the baseline stage.
- Conduct site visits to verify project components, locations, and areas of influence.
- Update the description of the biophysical, ecological, and socio-economic environment, including climate change considerations, gender dynamics, and vulnerability factors.
- Analyze environmental and social impacts using appropriate qualitative and quantitative methods, including cumulative and long-term impacts.
- Review and assess proposed mitigation measures and recommend improvements where necessary.
- Evaluate project alternatives and their suitability in supporting nature-based solutions.
- Review compliance with national legislation, EMA procedures, and relevant international standards.
- Conduct and document stakeholder consultations at community, district, and provincial levels, ensuring inclusion of vulnerable groups.
- Review and update key management plans, including Waste Management Plan, Grievance Redress Mechanism, Stakeholder Engagement Plan, Pollution Prevention Plan, and Biodiversity Management Plan.
- Propose clear monitoring, evaluation, and reporting mechanisms, including roles and responsibilities of stakeholders.
- Update climate resilience measures across the project lifecycle.

4. Expected Outputs and Deliverables

The Consultant will produce:

- An updated and comprehensive EIA and ESMP Review Report, clearly showing revisions from the baseline assessment.
- A revised Executive Summary aligned with the updated findings.
- Documentation of stakeholder consultations, including registers, minutes, and evidence.
- Updated environmental and social management measures, including mitigation, monitoring, and risk management plans.
- Final EIA/ESMP Review Report in Word and PDF formats.
- Support to facilitate the EIA approval process and obtain the Environmental Clearance Certificate from EMA.

5. Duration and Reporting

The consultancy is expected to be completed within one (1) month, excluding the review period by the Environmental Management Agency. The Consultant will work closely with TSURO, project stakeholders, and EMA authorities throughout the process.

6. Key Consideration

This consultancy is not a new EIA process but a systematic review and updating of an existing baseline EIA and ESMP. The Consultant must therefore ensure continuity with the original assessment while strengthening its accuracy, compliance, and relevance to current project implementation.

7. QUALIFICATIONS, EXPERIENCE AND COMPETENCIES

A firm must have a team Consultant/Team must have the following academic qualifications and experience.

Qualifications:

Advanced academic Master's Degree in Environmental Science/Environmental Management, Social Development Studies, Geographical Information System, Climate Change and Sustainable Development, Environmental/Water Management, and other related qualifications.

Experience to include: 8+ years' experience in environmental and social management, including EIAs and related plans, with strong knowledge of sustainable development, climate change, gender, and policy frameworks. Experience with multi-lateral funded projects (e.g., Global Affairs Canada, CFGB) is an added advantage. Proven ability in team leadership, stakeholder engagement, and working within local regulatory contexts. Strong analytical, communication, public consultation, and conflict management skills, with fluency in English and Ndaou and solid computer proficiency.

C. PAYMENT SCHEDULE

Output	Payment %
Inception Report and Work Plan	30%

Approved EIA & ESMP Review Report	40%
Environmental Clearance Approval	30%

D. INSTITUTIONAL ARRANGEMENTS

The Consultant/consultant team is expected to commence work as soon as possible after concluding all necessary contractual arrangements with TSURO.

The consultant shall be responsible for arranging meeting venues as well as transport, meals and accommodation (if required) for participants (including the consultant(s) during stakeholders' consultations. Costs related to stakeholders' consultations should be included in the financial offer. The Consultant(s) shall be responsible for supplying their own office facilities and equipment throughout the consultancy, as well as transport, meals, and accommodation during fieldwork. TSURO will not be responsible to arrange visa or immigration requirements for the consultant (in the event the appointed Consultant or their team is based outside Zimbabwe). In addition, all available documents of the projects, including demographic and preliminary design reports, etc., will be shared with the successful consultant.

The consultant shall be bound by the TSURO code of conduct and PSEAH (to be shared with the winning consultant)

E. OTHER PROVISIONS

Statutory Taxes

The Consultant shall be responsible for paying taxes due to tax Authority/ies. The onus is on the Consultant to submit the tax returns and declare all income/funds received from the Grant to the tax Authority/ies. The Zimbabwean Tax laws apply.

F. SUBMISSION OF PROPOSAL

The Consultant must submit:

- Technical Proposal: one (1) original copy
- Financial Proposal: one (1) original copy

To: tenders@tsurotrust.org

The Proposals must be submitted no later than:

Date: **14 August 2026**

Time: **17:00 local time**

Prospective Consultants will submit their bids (technical and financial proposal) by email, based on these ToRs, to: tenders@tsurotrust.org

The NATURE PLUS PROJECT MANAGER

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cc: The Executive Director, Mrs Otilia Mashingaidze, otilia@tsurotrust.org