

## CALL FOR APPLICATIONS

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The International Center for Not-for-Profit Law (ICNL) is pleased to invite applications for an individual or organizational consultant to undertake research on models for alternative financing of civil society organizations (CSOs) operating in Zimbabwe. The research will explore what models might work in the Zimbabwean context, whether the existing legislative framework enables these alternative financial and non-financial models, and what might be required to operationalize such models to improve longer-term CSO sustainability. The proposed consultancy period is from August 15, 2025, through October 15, 2025. Applications will be accepted on a rolling basis through July 21. The ceiling for this consultancy is \$15,000 USD.

### Background

On March 6, 2025, ICNL's Africa program convened an online consultation for civil society partners under the theme "*Forging Ahead in a Fragile Development Assistance Environment*." Around 50 participants from 17 countries discussed the impact of ongoing international development assistance cuts on civil society programs and operations. While CSOs have taken some immediate or short-term steps to respond to the situation, the consensus from participants is that civil society in Africa must consider implementing innovative longer-term financial and non-financial models to diversify their funding, increase operational efficiency and value-for-money, and strengthen their sustainability. This becomes more urgent in contexts where governments impose restrictive legislation and practices that undermine the international legal protection of association rights, including access to local and foreign funding. A recent example of this is the Zimbabwe Private Voluntary Organisations (Amendment) Act that came into effect in April 2025.

To better support CSOs in Zimbabwe, ICNL will contract with a consultant to produce a report that (i) examines select financial and non-financial models,<sup>1</sup> and (ii) analyzes whether the legislative framework supports such models and, if not, the barriers and opportunities to implement new models that support diversified funding, increased efficiency and improved sustainability of CSOs.

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<sup>1</sup> In addition to local philanthropy, alternative financial models that CSOs may consider include social enterprise, private sector partnerships, fiscal sponsorship, endowments, green and social bonds, and various forms of digital fundraising. Non-financial strategies include mergers, shared expertise and spaces, and diversified partnerships, transnational networks, and collaborative initiatives.

## Scope of Work

The consultant will research and prepare a report that 1) provides an overview of various financial and non-financial models for diversifying CSO funding; and 2) examines the existing legal framework, its adequacy and any provisions or gaps that would impede use of these models. ICNL will provide input and feedback on the structure and content of the report, based on which the consultant will refine it. The consultant will be expected to submit a finalized report to ICNL, incorporating ICNL's input, by October 15, 2025.

**Regular Communication:** ICNL and the consultant shall cooperate and regularly communicate with each other on all matters relevant to the research and drafting of the report. The consultant will be expected to promptly inform ICNL if the approved deliverables cannot be submitted as agreed. If challenges arise in completing the deliverables in a timely manner, the consultant will present a proposal to resolve the matter. ICNL may request additional information at any time relating to the report or the work being undertaken to produce it.

## Content of the Application

Interested applicants should submit a proposal of no more than four (4) pages, including the line-item budget, addressing the following:

- The scope of the research to be undertaken. Please include any revisions to the scope of work presented above, the methodology for conducting the research, and the timeline, including interim benchmarks and drafts, recognizing that the report must be complete no later than September 30, 2025.
- Applicant's relevant experience, including work on civic space, civil society resourcing, and experience drafting reports equivalent to the work product that will be produced.
- If more than one person will be involved in this project, information on who will undertake different aspects of the project. ICNL reserves the right to approve or reject the use of any personnel.
- The cost proposal/line-item budget for this consultancy. The pricing for the cost proposal must be in USD and fully itemized. For personnel costs, please list each person to be involved in this project, the proposed day rate(s) and number of days. All other costs, if any, should be listed and explained. The proposed price should be inclusive of all taxes. ICNL expects to issue one Firm Fixed Price contract.

## Eligibility Requirements

This consultancy call is open to individuals and organizations based in or working with Zimbabwean civil society. Lawyers or law-based associations with experience on legal frameworks and financing for civil society are strongly preferred.

## Selection Criteria

Applications will be evaluated based on the following factors:

- i. Demonstrated experience working with Zimbabwean civil society and on financing for civil society.
- ii. Experience conducting research on the legal framework for civil society or civic freedoms, particularly with respect to civil society financing.
- iii. Quality of the proposed work plan, including the proposed methodology/design, and feasibility of the project (e.g., activities are targeted to achieve stated results, and anticipated results are realistic and attainable).
- iv. Compliance with application procedures.
- v. Proposed budget and value for money.

## How to Apply

To apply for this consultancy, applicants must submit the following items **by the deadline of July 21, 2025**:

- Proposal of not more than four pages, including line-item budget;
- Resume or curriculum vitae (CV) for individuals undertaking the research and writing the report; and any additional background information (e.g., website links, sample reports, informational materials) as desired.
- Statement of legal domicile and expected location of proposed work.

Applications should be sent to [africa@icnl.org](mailto:africa@icnl.org) with reference to “*Alternative Financing Research: Zimbabwe*” in the subject line. All application materials should be submitted in English. Questions related to this consultancy can be emailed to [africa@icnl.org](mailto:africa@icnl.org). Please note that ICNL is under no obligation to issue a consultancy and that only shortlisted candidates will be contacted.