



ActionAid Zimbabwe is a global justice organization working in over 40 countries, taking sides with people living in poverty and exclusion to achieve social justice, poverty eradication and gender equality

Opportunity

CONSULTANT REQUIRED

ActionAid Zimbabwe is seeking an individual consultant or consultancy team to undertake a comprehensive end-of-project evaluation for the Youth Hub in Harare South – Dignified Lives and Decent Livelihoods for Young People project, which is concluding its 5-year implementation period (2021–2026). The project aims to empower vulnerable young women and men living in high-risk environments through a Youth Hub model that provides vocational skills training, psychosocial support, Sexual and Reproductive Health and Rights (SRHR) education, and platforms for civic participation and engagement. Project activities were implemented in Hopley, Chitungwiza, and Harare South. The primary task of the consultant will be to assess project performance, outcomes, impact and sustainability in line with OECD-DAC criteria, UNEG standards and ActionAid's Human Rights-Based Approach.

TERM OF REFERENCE LINK

<https://docs.google.com/document/d/1Vp6KdXjnNfVLs8XLAGFPFI8uLbjZd1nK/edit?usp=sharing&ouid=116387600542198663627&rtpof=true&sd=true>

ROLES AND KEY DELIVERABLES

The specific outputs for the consultancy are as follows:

- Inception report and workplan, including evaluation methodology and sampling strategy
- Finalised data collection tools
- Field-based data collection (KIIs, FGDs, surveys, and desk review)
- Data analysis and triangulation
- Draft and final end-of-project evaluation reports
- Validation workshop with key stakeholders
- Submission of all raw and cleaned data sets to ActionAid Zimbabwe

QUALIFICATIONS AND EXPERIENCE REQUIRED

The consultant or consultancy team must possess the following qualifications and experience:

- A minimum of 10 years' experience in international development and evaluation
- Expertise in youth empowerment, livelihoods, vocational skills development, SRHR, psychosocial support and civic engagement;
- Strong Monitoring, Evaluation and Learning (MEL) expertise
- Proven experience applying participatory and rights-based evaluation methodologies
- A Master's degree in Development Studies, Economics, M&E, Entrepreneurship, or related fields
- Strong analytical and report-writing skills
- At least three references from similar assignments

SUBMISSION OF APPLICATIONS & CLOSING DATE

Interested consultants are required to submit technical and financial proposals that include: Capacity statement and relevant experience; Proposed evaluation methodology and workplan; CV(s) of the consultant(s); Itemised financial proposal; At least three professional referees. Completed proposals must be sent by email in PDF format to:

Jobs.zimbabwe@actionaid.org before 6th of February 2026

ActionAid is committed to recruiting consultants who uphold ActionAid's SHEA and Safeguarding policies and values.

NB: Please note that whilst all applicants will be assessed strictly on their individual merits, qualified women are especially encouraged to apply. Please further note that although we value all applications, we unfortunately can only respond to short-listed consultants.