**EXPRESSION OF INTEREST (EOI) FOR CONSULTANCY SERVICES**

**Safe Futures Alliance: Financing, Fundraising, Investment Tracking and Survivor-Safe Digital Referral Systems**

# TERMS OF REFERENCE

| LEVEL OF EFFORT | DURATION | LOCATION |
|---|---|---|
| 22 working days | 2 November – 10 December 2026 | Harare, Zimbabwe; consultations and remote technical work as agreed |

## 01 BACKGROUND

CARE International Zimbabwe leads the Safe Futures Alliance: Financing Women's Safety and Resilience, supported by the FCDO Partnerships for Ending Violence Against Women and Girls (VAWG), Component A. Alliance partners include SECURICO Security Services, Women Owned Business Trust (WOBT), Zvikomborero Farms and Women's Rights Organizations (WROs).

The Alliance brings corporate actors and WROs together to mobilize domestic cash, in-kind and pro bono resources for VAWG prevention, survivor-centered response and women's economic resilience. Its four interconnected pillars are Sustain, Prevent, Protect and Prosper. The Sustain pillar encompasses the Corporate–WRO Financing Platform, Women's Safety Fund, payroll giving, Adopt-a-WRO, ESG/CSR contributions and digital giving; the Protect pillar includes WomenSafe safe referrals.

CARE invites qualified individual consultants, consulting firms or multidisciplinary teams to express interest in developing and handing over eight practical, tested and interconnected technical products to operationalize these mechanisms.

## 02 PURPOSE OF THE ASSIGNMENT

The Consultant will support CARE Zimbabwe to;

**Overall objective:** To design, validate and hand over eight interconnected, technical products that enable CARE and Alliance partners to mobilise, manage, track and sustain domestic financing for VAWG prevention and response while protecting survivor safety and confidentiality.

**Specific Objectives**

1. **Corporate financing foundation-** Develop a coherent corporate financing model with clear contribution pathways, due diligence, accountability and operational procedures.
2. **Operable Women's Safety Fund**- Provide the manual, templates and financial controls the Fund needs to receive contributions and make grants transparently, tested through mock

transactions. Establish transparent and auditable Women's Safety Fund systems, including financial controls and grant-management templates.

3. **Survivor-safe digital referral**- Design, test and pilot the WomenSafe platform with a privacy and threat assessment, verified services and offline alternatives. Enable equitable, WRO-led corporate matching, responsible ESG/CSR engagement and safe fundraising communications.
4. **Fundraising and giving tools-** Equip CARE, corporates and WROs with a digital fundraising and corporate giving toolkit, an Adopt-a-WRO framework and an ESG financing toolkit
5. **Traceable and lasting resources-** Put in place an investment tracking system that prevents double counting, and a costed post-grant sustainability strategy for the Fund and financing mechanisms. Develop a reliable corporate investment tracking system that distinguishes pledges, actual receipts, in-kind support and Fund transactions.
6. **Validated and ready to use**- Ensure every product is validated with CARE, partners and intended users, is approval-ready and editable, and is handed over with user orientation.
7. Design and safely test a restricted WomenSafe digital referral pilot with verified services, appropriate privacy protections and offline alternatives.
8. Produce a costed financial sustainability strategy and practical handover package for continued implementation after the grant.

**03 SCOPE OF WORK**

The consultant shall undertake the following tasks:

## 1. Corporate financing model and operational manual

Corporate financing model, operational manual, contribution menu, MoU/pledge templates and payroll-giving workflow.

## 2. Women's Safety Fund operational systems

Fund operating manual and SOPs, grant and financial-control templates, ledgers, reconciliation tools and mock-transaction test report.

## 3. WomenSafe digital referral platform development and pilot

Requirements and privacy/threat assessment, restricted web/mobile-accessible prototype, verified service directory format, security and pilot test reports, user manuals and hosting/support handover.

## 4. Digital fundraising and corporate giving toolkit

Giving toolkit, donation information, donor communications, FAQ, acknowledgements and tested digital assets.

## 5. Financial sustainability strategy

Costed post-grant strategy, financial scenarios, fundraising pipeline, governance matrix and implementation roadmap.

## 6. Adopt-a-WRO operational framework

WRO eligibility and corporate due-diligence checklists, matching matrix, agreements and implementation roadmap.

## 7. ESG financing toolkit

Zimbabwe-relevant ESG/CSR guidance, corporate reporting templates, sample indicators and implementation checklist.

## 8. Corporate investment tracking system

Tracker/dashboard separating pledges, receipts, in-kind and pro bono support, Fund income and disbursements, with reconciliation and user instructions.

The work will be sequenced according to dependencies, with rapid review, stakeholder co-design, testing, validation and editable handover. CARE retains approval and financial authority. All eight deliverables are due for acceptance by 10 December 2026.

**04. REPORTING AND MANAGEMENT**

The consultant reports to Tinashe Kasirori, Head of Programs, with day-to-day technical supervision by Angeline Ndabaningi, Gender and Protection Technical Lead, and Rumbidzai Moyo, Private Sector Engagement Specialist. CARE Finance, MEAL, Safeguarding/PSEA and designated partner focal persons will review relevant products. Weekly check-ins will monitor progress, risks, decisions and dependencies. The consultant must submit an inception report, brief weekly updates, draft outputs for review and a consolidated final completion and handover report.

CARE retains authority for approvals, partner engagement, procurement and expenditure. The consultant may not commit funds on CARE's behalf. CARE Finance will verify activity ceilings and eligible consultancy costs; unresolved strategic issues will be escalated through project governance.

**05 REQUIRED PROFILE**

**Core profile**

CARE Zimbabwe seeks an individual consultant, firm or multidisciplinary team combining expertise in corporate financing, fundraising and partnership systems; grant and fund operations; digital product development; and survivor-centred GBV referral and safeguarding. The candidate/team must demonstrate the ability to deliver all eight interconnected products within the consultancy timeframe, using participatory co-design, testing, validation and practical handover.

Candidates should demonstrate experience in:

- Designing corporate–WRO financing models, fundraising tools, ESG/CSR engagement and financial sustainability strategies.
- Developing operational manuals, grant-management processes, financial controls, dashboards and investment-tracking systems.
- Designing secure, accessible digital tools and survivor-safe referral processes, including privacy and threat assessments, service verification and offline alternatives.
- Working collaboratively with WROs, corporate partners and programme teams to produce usable, tested and editable products.

**Essential**

- At least eight years of relevant professional experience in VAWG/GBV programming, corporate partnerships, social financing, fund management or closely related technical assignments, with complementary expertise represented across the proposed team.

- Demonstrated experience developing financial or grant-management systems, corporate financing mechanisms, fundraising strategies and/or ESG/CSR tools.
- Proven digital development capability, including secure web/mobile-accessible prototypes, user testing, technical documentation and handover.
- Demonstrated safeguarding, PSEA, survivor-centred referral, confidentiality and data-protection competence; access to independent protection/privacy expertise for WomenSafe safety review.
- Strong project management and stakeholder facilitation skills, with capacity to deliver eight interdependent outputs by 10 December 2026.
- Ability to prepare clear operational manuals, templates, training/orientation materials, and monitoring and reporting tools.
- Experience in Zimbabwe and with women's rights organisations, corporate stakeholders and FCDO or comparable donor-funded programmes is an advantage.

**Education**

- An advanced degree in gender studies, development studies, social sciences, business, finance, information systems, computer science or a related discipline.
- For firms or teams, relevant qualifications must be demonstrated across named key personnel, including finance/business systems, digital development and safeguarding/data protection.

**06 APPLICATION REQUIREMENTS**

Interested consultants should submit:

- Technical proposal addressing all eight tasks, proposed methodology, sequencing and quality assurance.
- Activity-based schedule demonstrating availability from 2 November to 10 December 2026.
- Named team composition, roles and CVs, with evidence of relevant comparable assignments.
- Safeguarding, survivor-safety, data-security and technical risk-management approach.
- Two professional references.

**Only suitably qualified and experienced CONSULTANTS are encouraged to apply. Please respond with the application requirements on section 06 via email to zim.procurements@care.org by Monday, 19 October 2026.**