



Terms of Reference (ToR)

MID TERM PROJECT LEARNING VIDEO DOCUMENTARY

1. Background

Two vibrant women's rights organisations in Zimbabwe are implementing a movement strengthening project funded by Comic Relief with support from Womankind – Collective Action to Realize Equality (CARE): Feminist movement building in Zimbabwe. The aim of the CARE project is to support the strengthening of the women's movement in Zimbabwe, making it more accountable to and inclusive of the women it seeks to serve, and increasing the collective leadership, voice and agency of these diverse women by working with women leaders in formal and informal decision-making structures, and women in communities. To achieve this, CARE pursues three interrelated outcomes:

- The women's movement in Zimbabwe is more accountable to a diverse range of women and girls, and better equipped to collectively demand change and hold power holders to account.
- Women elected and those aspiring to formal leadership office have strengthened capacity through gaining skills and knowledge, to better lead, influence and be accountable to women.
- Women at community level have increased collective power to organise, influence and demand change.

Taken together, the aim and outcomes of the project seek a critical shift in the 'power within' Zimbabwean women to take action and have 'power with' other Zimbabwean women collectively in movements in order to influence narratives and institutional power held with politicians, government officials and traditional leaders.

The CARE project was originally a three-year project from October 2019 to September 2022 but was extended for two years until September 2024. This extension presented the opportunity to review what the project achieved in the first three years and inform any adaptations during implementation before September 2024 and this is the background to this Terms of Reference.

2. Purpose of mid-term project review

The purpose of the mid-term Review is to understand and document the changes brought about by CARE to date, lessons learnt, challenges and best promising practices. These findings will inform and support the remaining 2 years of the CARE project and future programming for feminist movement building, gender equality and women's advocacy by women's rights organisations in Zimbabwe.

3. Proposed methodology

The Consultant will be expected to produce a video documentary which amplifies the voices of women involved in the project. The Consultant will be expected to work with a primary Consultant¹ whose task will be to produce a learning report under the CARE project. The Video Consultant will accompany this primary consultant in drawing out women's experiences of CARE and to further understand if there have been tangible shifts in power and space for the Zimbabwe women's movement since CARE began. The Consultant will support the primary Consultant in facilitation of meaningful conversations

¹ This Primary Consultant has been hired separately by CARE

in project sites through learning sessions and Interviews with key women's rights actors, and CARE beneficiaries in 6 selected Provincial project sites. The video documentary will be produced alongside a print learning report (which another Consultant will be working) , with the 2 products together forming the Mid-Term review.

4. Deliverables:

The Consultancy will be responsible for the following deliverables:

- Develop a documentary script and storyboard.
- Perform appropriate video filming and shoot interviews.
- Raw data for the video footage and audio recordings.
- Present a draft edited, documentary to WCoZ for review and validation.
- Produce a final documentary and a trailer.

5. Duration

This is a 21 Day Consultancy

6. Expected Qualifications, experience of the Consultant

- The Consultant MUST be possessing a Degree in Media, Film or any relevant fields.
- Extensive experience in producing development work related documentaries on women's rights, for development partners at national level and international audiences.
- Minimum 5 years of relevant experience in Media and Film.
- Understanding of women's rights and feminist programming.
- Fluency in Shona, Ndebele and other local languages.
- Ability to demonstrate Journalism ethics and safeguarding is mandatory

7. Bid Format

- Interested and experienced individuals or teams should submit an Expression of Interest (EOI) to coalitionzw@gmail.com and copy wcozprocurement@gmail.com on or before **22 August 2023**
- The EOI must detail the Consultant's understanding of
 - the Scope of Work (SOW), and methodological approach.
 - It will also detail work-plan, including dates for when specific tasks will be done.
 - The EOI should also include a detailed budget, indicating a breakdown of all costs for conducting this work such as consultancy daily rate.
 - The EOI must not exceed five pages.
- Cover letter summarizing the applicant's skills and past experience relevant to conducting the outlined Scope of Work
- Detailed C.V(s)/resume(s), with names of three referees and their contact details (email and phone)
- At least 1 recent sample similar to that called for in this SOW for which the applicant was a lead Consultant.

NB: Women are strongly encouraged to apply

