



Call for Expressions of Interest (EOI) on Transformative Capacity Development Program focusing on Community-Based Organizations (CBOs), Civil Society Organizations (CSOs), and CSO Coalitions in Zimbabwe

Date: 30 July 2025

1. Introduction

The Zimbabwe Human Rights NGO Forum and COSPE, with co-funding from the European Union, are pleased to announce a Call for Expressions of Interest (EOI) from eligible Community-Based Organizations (CBOs), Civil Society Organizations (CSOs), and CSO Coalitions operating in Zimbabwe to participate in a Transformative Capacity Development Program. The targeted CBOs, CSOs and Coalitions will include those working with marginalized groups such as women, youth, children, People with Disabilities (PwDs) and other vulnerable communities. This transformative capacity development program aims to strengthen the functions and structures relating to organisational governance, management and leadership of local organizations, enabling them to more effectively address critical developmental and human rights challenges in different communities.

2. Background

The Zimbabwe Human Rights NGO Forum and COSPE, with co-funding from the European Union, are implementing a program titled ***CS4ZIM: Civil society actors as drivers of transformative change in Zimbabwe***. As part of this program, the Forum and COSPE intends to select a total of 40 CSOs, CBOs and Coalitions drawn across all the 10 provinces in Zimbabwe, who will take part in the transformative capacity development program. Specifically, the transformative capacity development program will target entry level, mid-career level, senior management and board representatives from these organizations through offering tailor made capacity development opportunities based on their competencies, capabilities and needs. This strategy has been offered to help address specific needs and skills gap at each level, creating a platform for continuous learning, mentorship and knowledge sharing in a manner that is different to the traditional one size fit all approach. It will also serve the purpose of motivating staff at different levels with networking opportunities, and succession planning within the civil society. Selected and successful CSOs, CBOs and CSO Coalitions into the Transformative Capacity Development program will be given an opportunity to apply for sub-grants that can support the operationalisation of the acquired skills and competences to address their priority needs over the project duration.

2. Program Overview (Objectives)

The Transformative Capacity Development Program will offer a wide suite of interventions tailored to the identified needs and priorities of participating organizations on a case-by-case basis. These may include, but are not limited to:

- **Organizational Development:** Strengthening internal governance, compliance to regulations such as PVO, strategic planning, financial management, human resource management, and operational efficiency.
- **Programmatic Enhancement:** Improving project design, implementation, monitoring, evaluation, and reporting for greater impact.
- **Advocacy and Communication:** Building skills in effective advocacy, public engagement, media relations, and strategic communication to influence policy and public opinion.
- **Resource Mobilization:** Enhancing capabilities in fundraising, proposal writing, and diversifying funding streams.
- **Networking and Collaboration:** Facilitating partnerships, coalition building, and knowledge sharing among organizations.
- **Specialized Thematic Training:** Depending on the needs of selected organizations, these may include digital transformation, documentation, Gender Equality, Disability, Youth and Social Inclusion.

The program will utilize blended delivery and learning approaches, combining workshops, coaching, mentorship, peer-to-peer learning, and use of online resources. Program success will require genuine learning commitment by participating organizations.

3. Eligibility Criteria

To be considered for this transformative capacity development program, interested CBOs, CSOs and Coalitions must meet the following minimum criteria:

- **Legal Status:** Must be a legally registered Private Voluntary Organization (PVO) in Zimbabwe, OR provide evidence of progress towards registration as a PVO.
- **Equal Opportunities:** CSOs/CBOs/Coalitions should not be currently directly benefiting from other major funding programs active in Zimbabwe
- **Operational Presence:** Must have a record of operational presence and demonstrated work within the specified area e.g., at national, provincial, district or community level in Zimbabwe. Priority will be given to grassroot organizations, CBOs/CSOs/Coalition led by¹ women, youth (18-35 years), and PLWDs and vulnerable communities.
- **Location:** priority will be given to CBOs based in marginalised, remote and or rural areas of Zimbabwe. It will be an added advantage if the same CBOs are members of CSO coalition/Associations.
- **Mission Alignment:** The organization's mission and activities must align with principles of human rights, community development, good governance, and social justice.
- **Demonstrated Need:** Clearly articulate specific capacity development needs and how participation in this program will address these gaps.
- **Commitment:** Demonstrate a strong commitment from leadership and staff to be available and actively participate in all program activities and to apply learned skills to improve practice.
- **Track Record:** The organisation should be in good standing in the communities in which they serve and those with advanced readiness to implement community interventions will be given preference.
- **No Conflicts of Interest:** Must not have any conflicts of interest that would prevent fair and transparent participation.

¹ 'led-by...' should be understood in a broad sense to mean that the organisation must have a majority or significant number of members of the Management Team AND the Board/ Executive Committee (or any organisation's decision-making structure) fall within specified groups of interest.

- **Thematic Areas:** In addition to the principles expressed above under mission alignment, consideration will be given to CBOs, CSOs and registered Coalitions working on:

-PVO Amendment Act monitoring and implementation

-Service delivery

-Socio-economic inclusion

-decision and policy making processes

-media and digital literacy/ engagement

-art and culture

-monitoring and protection of human rights

4. Benefits of Participation

In year 2026, a Call for Financial Support to Third Parties (FSTP) will be designed and launched to include the Coalitions, CSOs, and CBOs, that have been selected and participated in the Transformative Capacity Building Programme to operationalise the acquired knowledge and skills.

In addition the, selected organizations will benefit from:

- Tailored capacity-building interventions designed to meet specific organizational needs.
- Access to expert trainers, mentors, and facilitators.
- Enhanced organizational effectiveness, efficiency, and sustainability.
- Improved programmatic impact and quality.
- Increased opportunities for networking, collaboration, and peer learning.
- Strengthened advocacy and resource mobilization capabilities.
- Potential for future partnership and funding opportunities

5. Application Process

Interested CBOs, CSOs, and Coalitions are invited to submit an Expression of Interest (EOI) by 1 September, 2025

The EOI should be concise, not exceeding [e.g., 5 pages], and must include the following:

1. Organizational Profile:

- Full legal name of the organization/coalition.
- Year of establishment and registration status (attach copy of registration certificate if available).
- Contact person (Name, Title, Email, Phone Number).
- Brief overview of your organization's mission, vision, and main areas of work.
- Geographic areas of operation.

2. Rationale for Interest:

- Why are you interested in participating in this capacity development program?
- What specific capacity gaps or challenges do you wish to address through this program?
- How do you envision this program contributing to your organization's goals and impact?

3. **Current Capacity Assessment (Brief):**

- Briefly describe your organization's current strengths and areas for improvement across key functional areas (e.g., internal governance, financial management, program management, advocacy).

4. **Team Commitment:**

- Briefly describe the commitment of your leadership including the Board/ Executive Committee and key staff to participate in the program.

Submission Instructions:

- All applicants must submit an online 'Intention to submit' by the 18th of August, 2025. Form is accessible on this link: <https://forms.gle/p4Dw7C8PDfn4n8ub7>
- All EOIs must be submitted electronically to: consortiumrecruit@gmail.com
- The subject line of the email should be: "**EOI – Transformative Capacity Development Program - [Your Organization's Name]**"
- Please combine all documents into a single PDF file.
- Due date for submission of the **EOI is 1 September 2025**

6. Selection Process

An independent selection committee will review all submitted EOIs based on the eligibility criteria and the clarity of expressed needs. Shortlisted organizations may be invited for an interview or further assessment. The final selection will aim to ensure a diverse representation of organizations in terms of thematic focus, geographic location, and organizational maturity.

Activity	Timeframe/ date
Call of Expression of Interest published	31 July 2025
Submission of questions by CSOs	1 -13 August 2025
Online Question and Answer Session	15 August 2025
Deadline for Intention to submit online form	18 August 2025
Deadline for Submission of EOI	1 September 2025
Applications Review by selection committee	2 – 12 September 2025
Notification of shortlisted organizations	16 September 2025
Transformative capacity development program	22 September 2025 – August 2026

7. Contact Information

Should you have any inquiries regarding this Call for Expressions of Interest, please submit them to consortiumrecruit@gmail.com no later than **13 August 2025**. An **ONLINE** question and answer session will be conducted on **15 August 2025** via google meet or any other appropriate online platform (link to be shared with applicants).

We look forward to receiving your Expressions of Interest and partnering with you.