

TERMS OF REFERENCE

Title:	ASGM Technical Expert
Location:	IMPACT Office, Harare, Zimbabwe
Contract Type:	Consultancy agreement
Professional fees:	As per the proposed pricing schedule
Length of Contract:	90 working days from the date of signing, Estimated start date: 1 July 2025

About planetGOLD Zimbabwe

The planetGOLD Zimbabwe project is funded by the Global Environment Facility (GEF) and implemented by the UN Environment Programme (UNEP). In Zimbabwe, IMPACT is the executing agency, in partnership with the Ministries of Environment, Climate and Wildlife, and Mines and Mining Development.

The project will work together with local communities to reduce the use of mercury in artisanal and small-scale gold mining, the world's largest source of anthropogenic emissions of mercury pollution— while improving the health and lives of local mining communities. This project is expected to support 7,500 direct beneficiaries (30% women, 70% men) across Zimbabwe, prevent the release of 4.85 tons of mercury emissions over its lifetime and contribute to the sustainable management of approximately 76,000 hectares of landscapes. The Zimbabwe project is part of a global program similarly implemented in 25 countries.

Learn more: <https://www.planetgold.org/zimbabwe>

Objective of the Assignment

The planetGOLD Zimbabwe project seeks to conduct comprehensive profiling of artisanal and small-scale gold mining (ASGM) sites to inform interventions that support sector formalization and sustainability. The study will capture key data on site conditions, mining operations, demographic composition, and environmental context.

The objectives of the in-depth research and site profiling are:

- 1- To assess **gold processing techniques**, with emphasis on mercury use and the potential for adopting mercury-free technologies. The profiling will also explore **miners' awareness** of legal and environmental regulations, health impacts of

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mercury, and interest in cleaner practices.

- 2- To gather ASGM **miners' perspectives on formalization**, including perceived benefits and barriers. These insights will guide **ongoing legal and policy reforms** aimed at making formalization more inclusive and accessible.
- 3- To examine **access to financing**, identifying existing financing mechanisms, gaps in business skills, and gender-specific challenges that affect miners' ability to engage with formal financial systems.

Qualifications

Proposals should be submitted only by Teams of Experts/Consultancy Firms that meet the requirements of the assignment.

The successful experts **MUST** bring the following experience and skills:

Relevant educational qualifications

- Minimum 7 years of experience working in the artisanal and small-scale gold mining sector (ASGM) in Zimbabwe and knowledge of regulatory frameworks, licensing procedures, and certification schemes in the ASGM sector.

Key Competencies:

- Proven experience in site profiling in the ASGM sector or related sectors (environmental, social, economic).
- Expertise in socio-economic research, legal analysis, environmental impact assessments, and gender analysis.
- Experience in working with government agencies, ASGM operators, and community-based organizations in Zimbabwe.
- Strong analytical, report-writing, and communication skills.
- Attention to detail.

How to Apply

Interested consultants must submit an Expression of Interest that includes:

- A cover letter indicating interest in the assignment titled: “Expression of Interest for In-Depth site profiling for planetGOLD Zimbabwe”
- Copies of CVs of all experts with a detailed description of qualifications relevant to the assignment showing evidence of experience in similar or related assignments.
- A one-page description of the proposed methodology showcasing how they propose to

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handle this assignment.

- Proposed budget estimate.
- Two (2) written copies of previous work conducted in similar or relevant areas demonstrating appropriate skills and capacity to perform the assignment.

Submission Details:

- Deadline: 31 May 2025 at 17:00 hours (GMT+2)
- Submission Method: By email to jobs@impacttransform.org
- Email subject line must include: *“Expression of Interest for In-Depth site profiling for planetGOLD Zimbabwe”*

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