

## TERMS OF REFERENCE

**Title:** ASGM Supply Chains Researcher  
**Contract Type:** Consultancy agreement  
**Length of Contract:** Commencing in early April 2026 and concluding by 31 July 2026

---

### 1. 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://planetgold.org>

### 2. Background

The Artisanal and Small-Scale Gold Mining (ASGM) sector is a critical contributor to Zimbabwe's gold production, employment, and rural livelihoods. However, persistent challenges within ASGM supply chains, particularly related to financing, trading arrangements, and market access, continue to limit the sector's ability to operate responsibly, transition away from mercury use, and fully integrate into formal and international gold markets.

Fidelity Gold Refineries (FGR) has committed to strengthening its responsible sourcing and supply chain management systems in line with international standards, including the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals. These efforts include the rollout of traceability systems designed to track gold from mine to market, improve transparency, and unlock access to responsible financing and trading opportunities for both large-scale and artisanal miners.

This study will examine ASGM supply chains in Zimbabwe, with a specific focus on financing and trading-related barriers and opportunities and will identify multi-sectoral solutions that can increase formal market participation and access to finance for ASGM groups.

### 3. Objective of the Assignment

Supported by:



Led by:



Executed by:



In Partnership:



Ministry of Mines  
& Mining Development  
Ministry of Environment,  
Climate & Wildlife



The planetGOLD Zimbabwe project seeks to generate evidence-based recommendations that strengthen ASGM supply chains by improving access to finance, responsible trading arrangements, and multi-sectoral collaboration, resulting in increased participation of ASGM groups in formal and responsible gold markets.

#### Specific Objectives:

- Analyze ASGM gold supply chains in Zimbabwe, from production through trading and refining, with emphasis on financing and market access.
- Identify structural, regulatory, and operational barriers affecting ASGM access to finance and formal trading channels.
- Assess the role of traceability and responsible sourcing systems in enabling, or in some instances, constraining, access to finance and markets.
- Identify opportunities for multi-sectoral collaboration involving government, refiners, financial institutions, miners' associations, and civil society.

#### 4. Scope of work

Under this assignment, the consultant(s) will undertake the following tasks:

##### 4.1 ASGM Supply Chain Analysis

- Map ASGM gold supply chains, including production, aggregation, trading, refining, and export pathways.
- Analyse formal and informal trading arrangements and their implications for pricing, finance, and market access.
- Identify leverage points within the supply chain where interventions can improve transparency and inclusion.

##### 4.2 Financing and Trading Assessment

- Assess existing and emerging financing mechanisms for ASGM, including gold-backed finance, pre-financing, off-take agreements, microfinance, and cooperative models.
- Identify barriers to finance such as formalisation requirements, documentation, collateral constraints, and risk perceptions.
- Examine how responsible sourcing and traceability systems can unlock financing and trading opportunities.

##### 4.3 Gender and Financial Inclusion

- Analyse gender-specific barriers within ASGM supply chains, particularly in access to finance and trading opportunities.
- Identify inclusive financing and trading models that support women's participation and leadership in ASGM.

Supported by:



Led by:



Executed by:



In Partnership:



Ministry of Mines  
& Mining Development  
Ministry of Environment,  
Climate & Wildlife



#### 4.4 Multi-Sectoral Stakeholder Engagement

- Present preliminary research findings to key stakeholders, including government agencies, financial institutions, refiners, ASGM associations, women miners’ groups, and civil society organizations.
- Facilitate structured dialogue to validate findings and co-develop practical, coordinated solutions, including actionable recommendations and opportunities for multi-sectoral collaboration.

#### 4.5 Recommendations and Action Planning

- Develop actionable, time-bound recommendations to strengthen ASGM supply chains through financing and responsible trading.
- Define roles and responsibilities for key actors across sectors.

### 5. Deliverables

The consultant(s) will undertake **one integrated research assignment** and produce the following outputs as part of a **single, consolidated study**:

#### 1. Deliverable 1: Research Inception Report

- Research design, methodology, stakeholder mapping, and detailed work plan.

#### 2. Deliverable 2: Consolidated Draft Research Report

A single draft report covering:

- ASGM supply chain mapping (production, trading, refining, export).
- Financing and trading dynamics and constraints.
- Gender and financial inclusion considerations.
- Preliminary conclusions and recommendations.

#### 3. Deliverable 3: Validation and Feedback Meeting

- Presentation of key research findings by the consultant to invited stakeholders, with stakeholder identification, invitations, and logistical arrangements led by the project.
- Facilitation of dialogue during the session to validate findings and incorporate stakeholder feedback, contributing to the refinement of final conclusions and recommendations.

#### 4. Deliverable 4: Final Research Report and Action Plan

A single, integrated final report that:

- Synthesizes all analytical components into one coherent narrative.
- Provides clear, actionable recommendations.

### 5. Qualifications

Proposals should clearly demonstrate how the ASGM Expert(s) meet the requirements of the assignment.

The successful Expert(s) MUST bring the following experience and skills:

Supported by:



Led by:



Executed by:



In Partnership:



Ministry of Mines & Mining Development  
Ministry of Environment, Climate & Wildlife



- 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 conducting both quantitative and qualitative research, including surveys, key informant interviews, focus group discussions, and desk-based analysis, within the ASGM sector or closely related sectors.
- Demonstrated expertise in ASGM supply chain analysis, including gold trading, aggregation, traceability, and market access, with a strong understanding of how these dynamics affect access to finance for artisanal and small-scale miners.
- Strong background in socio-economic and financial inclusion analysis, including assessment of barriers and enablers to formal finance, alternative financing models, and linkages between responsible sourcing requirements and financial access for ASGM groups.
- Experience engaging with a wide range of stakeholders, including government agencies, financial institutions, refiners, ASGM associations, women miners' groups, and civil society organizations in Zimbabwe.
- Ability to synthesize complex qualitative and quantitative data into clear, actionable insights and recommendations relevant to policy, financial institutions, and market actors.
- Excellent analytical, report-writing, and communication skills, with a high level of attention to detail and the ability to deliver high-quality outputs within agreed timelines.

### 6. Submission Requirements

Interested consultants are invited to submit an Expression of Interest (EOI) that includes the following:

- Expression of Interest containing a Proposed Technical Approach, a statement demonstrating a clear understanding of the assignment, its objectives, and the relevance of the applicant's expertise. A concise description of the proposed methodology and approach to the assignment, including research design and analytical focus.
- A high-level work plan aligned with the indicative timelines and consultancy fees (1 page maximum).
- Curriculum Vitae (CVs) showcasing relevant educational qualifications and experience, summary of previous assignments of a similar nature, particularly related to ASGM, mining finance, responsible sourcing, supply chain analysis, or related fields. CVs must contain Contact details for at least two professional references from similar assignments.
- Two Examples of work conducted in Zimbabwe or comparable contexts will be an added advantage.
- For firms or consortia, clearly indicate the roles and responsibilities of each proposed team member, including an Institutional Profile.

Supported by:



Led by:



Executed by:



In Partnership:



Ministry of Mines  
& Mining Development  
Ministry of Environment,  
Climate & Wildlife



## 7. Scope and Methodological Parameters

To guide applicants in developing realistic and responsive proposals, the following parameters are provided:

- **Level of effort and duration:**  
The assignment is expected to be **short-term**, commencing in early April 2026 and concluding by **31 July 2026**, in line with the timeline outlined in these TORs.
- **Methodological expectations:**  
The study is expected to be **primarily desk-based**, complemented by **targeted Key Informant Interviews (KIIs)** with selected stakeholders.  
Extensive fieldwork across multiple sites is **not anticipated** under this assignment.
- **Field engagement and validation:**  
The budget allows for **limited field engagement**, with provision for **one stakeholder validation meeting** to present key findings and gather feedback. Stakeholder invitations and logistical arrangements for the validation meeting will be supported by the Client.
- **Flexibility in approach:**  
While applicants are invited to propose an appropriate methodology, timeline, and level of effort, these should be **commensurate with the scope, timeframe, and budget proposed by the applicant/s** outlined above.

## 8. Submission of Expressions of Interest

Please send applications to [jobs@impacttransform.org](mailto:jobs@impacttransform.org)

In the subject line, please include: the name of the firm along with “ASGM Supply Chain”

Only shortlisted candidates will be contacted. No emails, WhatsApp messaging, phone calls or walk-ins please.

The deadline for submitting applications is **March 5, 2026**.

***Applications not meeting the above requirements will be automatically eliminated. IMPACT has a zero-tolerance policy regarding sexual exploitation, abuse and harassment.***

Supported by:



Led by:



Executed by:



In Partnership:



Ministry of Mines  
& Mining Development  
Ministry of Environment,  
Climate & Wildlife

