



Transforming natural resource management  
Empowering communities

Transformer la gestion des ressources naturelles  
Renforcer le pouvoir d'agir des communautés

## **TERMS OF REFERENCE: CONSULTANCY SERVICES – AUDIO VISUALS (PHOTOGRAPHY & VIDEOGRAPHY) SERVICES.**

<b>Title:</b>	Photography and videography services.
<b>Location:</b>	Zimbabwe
<b>Contract Type:</b>	Per project, consultancy agreement
<b>Professional fees:</b>	As per proposed pricing schedule

### **Context**

In support of its goal to promote safer practices and reduce mercury use in artisanal and small-scale gold mining (ASGM), the planetGOLD Zimbabwe project develops audio-visual resources, including pictures and videos. These materials serve a dual purpose: they communicate key messages to raise awareness and drive behavioural change within ASGM communities, while also helping to tell the story and impact of the project.

To this end, the planetGOLD Zimbabwe project invites qualified media companies to submit expressions of interest for the provision of audio-visual services for its operations in Zimbabwe.

### **About IMPACT**

IMPACT is the executing agency for planetGOLD Zimbabwe project. As an independent non-profit, IMPACT works together with local partners to drive lasting change. The organization transforms the way natural resources are managed in areas where security and human rights are under threat. Through investigation and the development of innovative approaches, IMPACT helps ensure that natural resources contribute to greater security, sustainable development, and equality.

IMPACT is headquartered in Canada with offices in Burundi, Côte d'Ivoire, Democratic Republic of Congo, Uganda, and Zimbabwe. Learn more at [www.impacttransform.org](http://www.impacttransform.org)

### **About planetGOLD Zimbabwe**

The planetGOLD Zimbabwe project is supported by the Global Environment Facility (GEF) and led by the United Nations Environment Programme (UNEP). The project is executed by IMPACT, in close coordination with the Ministry of Mines and Mining Development (MMMD), the Ministry of Environment, Climate and Wildlife (MECW), and the Environmental Management Authority (EMA).

The planetGOLD Zimbabwe project works together with local communities to reduce the use of mercury in artisanal and small-scale gold mining while improving the health and lives



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of local mining communities. The project is part of the Global planetGOLD program currently in 25 countries. In Zimbabwe, the project aims to support 7 500 men and women in 11 districts. It aims to reduce mercury use by 4.85 tonnes over five years. Learn more: <https://planetgold.org/zimbabwe>

### **Objectives**

- To visualize the work of the planetGOLD Zimbabwe project amongst the national implementing partners and other stakeholders with a view of helping them to understand the impact of the project better.
- To showcase the project's work in the artisanal and small-scale gold mining sector especially towards the reduction of mercury use and formalization of the sector.
- To showcase the impact of the project in communities through visual storytelling to donors and inspire them to feel connected and proud of the planetGOLD Zimbabwe project.
- To boost the planetGOLD knowledge management bank for the sharing of best practices across all project implementing countries.

### **Scope of Work**

This consultant will work hand in hand with the project communications team to support visual storytelling through videos, documentary production, interviews, and photography in the field and during events. The consultant will work on an on-demand basis and submit a quote and invoice for each assignment.

### **The Consultant will:**

- Develop video and multimedia content aligned with project objectives, including documentaries, interviews, and event coverage.
- Plan and execute filming, including scripting, storyboarding, and coordination with the project team and communications officer.
- Edit and produce final video products in high quality formats suitable for digital platforms and institutional use.
- Incorporate feedback from the communications team to ensure accuracy and alignment with messaging.
- Ensure all audiovisual content adheres to the IMPACT, planetGOLD, donor and partner branding and communications guidelines.
- Obtain informed consent from all participants and apply ethical standards when covering sensitive contexts.
- Provide raw footage and final edited files upon completion of each assignment to the communication officer.





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### Required Qualifications & Skills

The applicants must demonstrate in their applications how they meet the requirements of the position and should possess these qualifications, expertise, and skills:

- Must be based in Zimbabwe.
- Should have at least 5 years of professional experience in video production, documentary film making, or multimedia production.
- Must have experience delivering multimedia services to a non-profit organization or in international development organizations.
- Experience working in Zimbabwe's local and vulnerable communities including hard to reach settings is an asset.
- Proficiency in filming, editing, and post-production software.
- Ability to deliver high-quality outputs under tight timelines.
- Strong understanding of ethical storytelling, informed consent, and conflict-sensitive reporting practices.
- Fluency in English is required. The consultant must also demonstrate proficiency in at least a widely spoken local language, e.g. Shona and Ndebele.

### Competencies:

- Committed to ensuring communications built on respect and dignity when working with vulnerable populations.
- Creative, with a willingness to innovate.
- Excellent attention to detail, problem solving, and good judgement.
- Self-starter, able to work independently, respect deadlines with minimal supervision.
- Excellent organizational, planning and time management skills, with the ability to multitask.
- Team player able to work with colleagues at all levels and in cross-cultural environments.
- Intuitive and proactive with the ability to identify potential issues, needs, threats, or opportunities and brings these to the attention of Senior Management or relevant personnel.

**Note:** IMPACT owns the final products and copyright but can acknowledge the consultant as and when deemed appropriate.

### To Apply

Send the following information by email to [zimbabwe@impacttransform.org](mailto:zimbabwe@impacttransform.org), with the heading "*Expression of Interest for Audio Visuals (Photography and videography) Services*"

- A detailed Expression of interest and company profile outlining relevant



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experience in the past three years.

- CVs of proposed team members were applicable.
- Two professional letters of reference.
- Financial proposal, including hourly or daily rates.

Submit applications by: **April 25, 2026**

- **We thank all candidates but only those that will be shortlisted will be contacted. Due to the volume of applications received, we ask that you do not follow up on your application.**
- **Failure to comply with the above-mentioned elements will automatically result in the rejection of the application.**
- **Please note that IMPACT has a zero-tolerance policy on sexual exploitation, abuse, and harassment.**

