



Call for Expression of Interest

ZIMCODD Membership and Governance Review Process

Background

Zimbabwe Coalition for Debt and Development (ZIMCODD), a leading voice on socio-economic justice and governance issues in Zimbabwe, recognizes the importance of a robust membership base and effective governance structures in achieving its mission. As the organization continues to evolve and grow, it is essential to review and refine its membership and governance frameworks to ensure they remain effective and aligned with the organization's overall mission. This process is timely and important as it coincides with the organization's 25-year-anniversary. Consequently, the need for this process arises from a realization that the organization's context and mandate has evolved and broadened.

Objective

The objective of this membership and governance review process is two-fold:

1. To assess the current membership and governance structures, policies, and practices.
2. To develop recommendations for strengthening and improving these frameworks to enhance ZIMCODD's overall effectiveness, impact and sustainability.

Scope of Work

The membership and governance review process will involve:

1. Review of existing membership policies, procedures, and value proposition.
2. Analysis of membership data and trends
3. Assessment of the current governance structure, including the Board and its committees against comparable best practices.
4. Evaluation of the organization's decision-making and oversight processes.
5. Stakeholder consultations, including surveys, focus groups, and interviews with members, staff, and board members.
6. Research on best practices and approaches for membership engagement, governance, and organizational development.



Expected Deliverables

The expected outcomes of this membership and governance review process include:

1. A comprehensive report outlining the findings and recommendations for strengthening and improving ZIMCODD's membership and governance frameworks.
2. Revised membership policies, procedures, and value propositions that enhance member engagement and participation.
3. A revised governance structure that enhances decision-making, accountability, and transparency.
4. Improved oversight and decision-making processes that enhance the overall effectiveness, accountability, impact and sustainability of ZIMCODD.
5. A Presentation of the key findings and recommendations to the Board and general membership.

Timeline

The membership and governance review process is expected to **commence on 10 February 2025 and be completed by 25 February 2025**. The timeline activities include:

1. Literature review and data analysis
2. Stakeholder consultations
3. Development of revised membership and governance frameworks
4. Review and finalization of revised membership and governance frameworks

Interested and qualified individuals or firms should apply by email to zimcodd@zimcodd.co.zw, with **“Membership and Governance Review process”** in subject line, highlighting their suitability for the task, qualifications and verifiable similar assignments undertaken in recent past.

The deadline for submission of expression of interest is 14 February 2025.