TERMS OF REFERENCE FOR INDIVIDUAL CONSULTANT

SECTION	Climate Resilient WASH/Climate Energy and Environment Unit
CONSULTANCY TITLE	Sub-National Children Climate Risk Index for Zimbabwe
TYPE OF ENGAGEMENT	☒ Individual Consultant ☐ Individual Contractor

PURPOSE OF THE ASSIGNMENT:

Working closely with the International Consultant the National Consultant will support the development of Subnational Children Climate Risk Index (CCRI) for Zimbabwe by **building on the Child-Centred Climate Vulnerability and Risk Assessment for Zimbabwe produced in 2024,** updating the analysis of the impact of climate change on children (in WASH, health, education, child protection nutrition and social protection). The Consultant will map the exposures, hazards, vulnerability and capacities of children; providing analysis and a digital interactive map that allows the overlaying of these factors. The Consultant will coordinate inputs from other UNICEF staff and liaising with the International Consultant, ensuring cross sectoral representation of related indicators.
The local Consultant will agree with the International Consultant on the indicators to include in the CCRI; Collect the data sets for the indicators, arrange for consultations with key stakeholders, organise a validation workshop together with the International Consultancy, and support the finalisation of the Index.

BACKGROUND:

The planetary crisis of climate change, environmental pollution and biodiversity loss has put virtually every child in the world at risk. Every child in Zimbabwe (7.1 million children under 18, 47% of the population) is exposed to at least one climate/environmental hazard and at risk of climate change impacts such as flooding, drought, heatwaves, cyclones, and air pollution, yet they are the least responsible.

Zimbabwe is ranked very high, especially among Southern Africa countries, in the 2021 Children Climate Risk Index published in the "The Climate Crisis is a Child Crisis" Report[1] and the latest evidence[2] indicates that the country will continue to warm through 2080. The warming is projected to be most significant in the western and southern sections of the country. The current and projected warming trend and reduction in rainfall, environmental degradation, coupled with the increasing frequency and intensity of floods, tropical cyclones, droughts, and heatwaves, threatens children's lives, destroys schools, water supply and infrastructure, health care facilities and children's play spaces. Further, the reduction and increased unpredictability of rainfall risk crops critical to livelihoods and nutrition. All these impacts can result in greater poverty and increasing children's protection risks.

To date, there is no sub-national climate children risk index that provide detailed data and information at country level other than the summarized update of what the global report provides. The Child-centered climate vulnerability and risk assessment did not go as far as providing all the necessary indicators required with a CCRI in an interactive format. Hence there is need to upgrade this report to provide detailed interactive data and information with clear indicators on the impacts

Given the current and projected climate situation, the availability of coherent, accessible and updated information on impacts of climate change on children is a priority to inform decision makers and promote appropriate adaptation and mitigation options that are appropriate for a particular area and sector. The generated evidence is also essential to enable effective mobilization of sustainable financing and targeting of resources and providing the climate rationale required in climate financing.

To this end UNICEF in collaboration with the Government of Zimbabwe aims to develop a sub-national CCRI for Zimbabwe. The work produced will enable the Government of Zimbabwe, UNICEF and partners to understand the climate impacts, risks, and vulnerability of children and utilize that information to influence programming, policy and advocacy efforts.

[1] The Climate Crisis is a Child Rights Crisis: Introducing the Children's Climate Risk Index. New York: United Nations Children's Fund (UNICEF), 2021.

2 Government of Zimbabwe (2020). Understanding Climate Risks over Zimbabwe. Ministry of Environment, Climate, Tourism and Hospitality Industry, Harare

ASSIGNMENT:

The purpose of this consultancy is to support the development of the sub-national CCRI for Zimbabwe. This will consist of two major pillars:

Pillar 1: Exposure to Multiple Hazards, Shocks and Stresses: This pillar captures the likelihood of children, young people and communities in an area to be exposed to various natural and human hazards, shocks and stresses (such as water scarcity, droughts, floods, tropical storms, air pollution, vector bone diseases, geophysical and conflict). It considers shocks and stresses that may occur and where children may be affected due to their exposure. It considers all major natural and human hazards that can trigger significant damage and cause an erosion of development progress, the deepening of child deprivation or disaster.

Pillar 2: Child Vulnerability: This pillar includes underlying economic, political and social factors that make children exposed, families and communities prone to the adverse impacts of natural and human shocks and stresses, and characteristics and circumstances of communities and systems that reflect their readiness and capacities to withstand their damaging impacts. Examples of vulnerability components include child health, child nutrition, education, poverty, social protection, and child protection.

The information will be used to inform future programmes to guide targeting of beneficiaries, ensure risk-informed programming, and support for increased resilience of social and basic services for children. The analysis will equip UNICEF and partners to better identify priorities for inclusive climate change-focused programming and advocacy work centered around the needs of children in Zimbabwe.

The CCRI sub-national assessment is envisaged to capture the following components:

- An updated child-centred climate vulnerability and risk assessment for Zimbabwe;
- Ensure the CCRI is placed on an interactive platform making the model an open source and publicly accessible

The following activities will be undertaken:

1. In consultation with Zimbabwe Government, partners and UNICEF technical specialists; develop the workplan, define the methodology and procedures of the assignment, prepare tools and documents, and any other action identified as necessary for carrying out of the CCRI for Zimbabwe.
2. Assess the existing supporting Government structures; other analyses carried out to compliment and build on; get buy-in of stakeholders.
3. Conduct desk review on key related reports that provide data and information to the CCRI. Key documents include: the Child-centered Climate and Vulnerability assessment for Zimbabwe; The Zimbabwe Rural and Urban Livelihood Committee Assessment; The 2025 Global Children Climate Risk Index if out. The 2025 MICs results.
4. Carry out stakeholder mapping to identify the key stakeholders to be involved in the project
5. Carry out stakeholder engagement including high-level government officials to ensure political commitment and sustainability of the CCRI and define institutional arrangements and roles.
    - National and subnational governments and other partner stakeholders need clearly defined roles and responsibilities in constructing and maintaining the CCRI.
    - Use workshops and consultations to develop the model and continuously identify additional indicators.
    - Engage Young People: Children, adolescents and youth are among the most vulnerable to multiple shocks and stresses, climate disruption, energy deficiency and environmental degradation. Yet, they are also powerful agents of change. Hence the need to engage them from the onset and empower them. In this process, **ensure** materials are child- and youth-friendly, age-appropriate, considerate and culturally sensitive.
6. Support the International Consultant in the design and the construction of the CCRI being guided by the following steps:
    - Step 1: Develop the Model's Theoretical Framework
    - Step 2: Select the CCRI Indicators and Secondary Data Sources. Examples of Exposure to Multiple Hazards, Shocks and Stresses indicators are "Estimates of children under 18 exposed to riverine floods" and "Annual average number of fatalities due to conflict and violence." Examples of Child

Vulnerability indicators are "Under-five mortality rate," "Out-of-school rate for children of primary school age," "Child marriage" (with data needed on the "Proportion of women aged 20-24 years who were married or in a union before age 18

- Step 3: Collect Indicator Datasets for the Model

7. Provide r**ecommendations on** programming design of different sectors (WASH, education, Health, nutrition, child protection) on climate change adaptation and mitigation.
8. Organize a validation workshop of the CCRI and support the International Consultant in finalising the CCRI
9. Ensure all data utilized in the assignment (climate exposure and child vulnerability) is provided to UNICEF in shapefile format
10. Conduct training sessions to support use cases and maintenance of the data infrastructure

REASONS WHY CONSULTANCY CANNOT BE DONE BY STAFF:

Assignments require high specialized technical skills that include evidence generation, impact assessment, and interactive mapping

Child Safeguarding

Is this project/assignment considered as "Elevated Risk Role" from a child safeguarding perspective?

☐ YES ☒ NO If YES, check all that apply:

Direct contact role ☐ YES ☒ NO

If yes, please indicate the number of hours/months of direct interpersonal contact with children, or work in their immediately physical proximity, with limited supervision by a more senior member of personnel:

Child data role ☐ YES ☒ NO

If yes, please indicate the number of hours/months of manipulating or transmitting personal-identifiable information of children (name, national ID, location data, photos):

More information is available in the Child Safeguarding SharePoint and Child Safeguarding FAQs and Updates

Payments will be made monthly based on delivery of activity outputs.

Tasks/Milestone:	Deliverables/Outputs:	Timeline & Schedule of Payment
1. Develop inception report, including: workplan, methodology to conduct assignment, outline of the deliverables that will be produced, definition of research and assessment tools and documents/resource material to be used	• **Inception report** demonstrating the methodology to be utilized for the assignment, data requirements, stakeholder mapping, proposed draft indicators for exposure and child impacts and vulnerability from climate change (including disability, age, and gender-specific considerations), preliminary/proposed data sources and the draft report outline. [3]	10 days 12.5 %

[3] You can find examples of other UNICEF CCRA's online: e.g. https://www.unicef.org/pacificislands/media/751/file/Child-Centred-Risk-Assessment.pdf https://themimu.info/sites/themimu.info/files/documents/Report_Myanmar_Child-Centred_Risk_Assessment_UNICEF_2017_0.pdf, https://www.preventionweb.net/files/36688_36688rosaccriskassessmentfeb2014.pdf,

Conduct a stakeholder mapping to identify key stakeholders	• Stakeholder mapping report	5 days 6.25%
Carry out stakeholder consultations with Government, young people and other UN agencies to collect as much resource material as possible and identify the key indicators.	• Report on stakeholder consultations • Final list of indicators	20 days 25%
3. Conduct desk review and ccollect data sets for the identified indicators	• Data sets of the agreed indicators	25 days 31.25%
4. Organise a validation workshop and support the Internation Consultant to capture comments and adjustments, and support the finalisation of the CCRI Model	• **Final model** of the CCRI for Zimbabwe with comments incorporated and report on validation workshop.	10 days 12.5%
5. Conduct training sessions to national partners on the use cases and maintenance of data infrastructure	• Report on capacity building and skills transfer	10 days 12.5%
Total		**80 days 100%**

Minimum Qualification required:

☐ Bachelors ☒ Masters ☐ PhD ☐ Other

Enter Disciplines:
A advanced university degree in one of the following fields is required: environmental/climate change studies, development studies and/or other related social science fields.

Languages - Fluency in English is required. Knowledge of a local language of the duty station is considered as an asset.

Required Skills

- At least 10 years of relevant professional experience related to, management, and analysis of quantitative data.
- In-depth Knowledge of disaster risk management, including humanitarian assistance, development and resilience with an inclusion and human rights approach.
- In-depth Knowledge of the context of climate risk management in Zimbabwe, and the functioning of related (government) institutions.
- Knowledge about the approach to children's rights, gender, and inclusion.
- Experience in researching and preparing written analytical reports in an accurate, concise, and timely manner.
- Experience in coordination of stakeholders at different level
- Familiarity with mapping/GIS
- Experience with quantitative and qualitative analysis and synthesis of information.
- Excellent oral and written English communication skills.

Desirable skills

- Open source GIS skills
- Data management skills, working with tables and databases
- Communication skills and coordinating amongst different actors and working as a team leader
- Experience in working in Zimbabwe

Supervisor: Egline Tawuya (Programme Specialist, Climate and Environment)	**Start Date: 1 October 2025**	**End date: 31 March 2025**	**Total Working Days: 80 days spread over 6 months**

Included in Annual/Rolling Workplan ☒ Yes ☐ No, please justify:	
Consultant Sourcing: ☒ National ☐ International ☐ Both	**Consultant Selection Method:** ☐ Competitive Selection (Roster) ☒ Competitive Selection (Advertisement/ Desk Review/Interview)
Payment	[4]**Deliverable based:** Payment will be deliverables based
Travel International (if applicable)	☐ Yes ☐ Possible ☒ No
Travel Local (please include locations)	☒ Yes ☐ No Bulawayo:
DSA (if applicable) Approximate number of days:	☒ Yes 10 days ☐ No
Administrative details: Visa assistance required: ☐ Transportation arranged by the office: ☐ (for field trips)	☒ Home Based ☐ Office Based: If office based, seating arrangement identified ☐ IT and Communication equipment required: ☐ Internet access required: ☐
Application requirement	☒ Technical Proposal ☒ Financial Proposal A **simple** technical proposal including: - Workplan, including days proposed per deliverable (confirming TOR or proposing alternative) - Three references - Date available to start Financial proposal should include:

[4] Payment of professional fees will be based on submission of agreed deliverables. UNICEF reserves the right to withhold payment in case the deliverables submitted are not up to the required standard or in case of delays in submitting the deliverables on the part of the consultant.

Consultants are an important temporary work force that contribute with their knowledge, skills and expertise in their respective fields of work.

The assignment of these contracts requires compliance with policy and guidelines and HR practitioners are best positioned to provide the assistance and advise to manager and hiring offices to ensure the effective and efficient use of this resource.

This page provides information regarding policy and guidelines, forms and documents required for the creation and management of contracts.

Please contact us at nyhq.consultants@unicef.org.
Contracts are delivery-based, i.e., the consultant is required to produce pre-determined, tangible, and measurable outputs/deliverables, aligned to the delivery schedule outlined in the Terms of Reference. Any single contract should not exceed 36 months duration to produce a single or set of deliverables under the same contract, to ensure best value for money based on periodic competitive reviews by the office.

Individuals engaged under a consultancy or individual contract will not be considered "staff members" under the Staff Regulations and Rules of the United Nations and UNICEF's policies and procedures and will not be entitled to benefits provided therein (such as leave entitlements and medical insurance coverage). Their conditions of service will be governed by their contract and the General Conditions of Contracts for the Services of Consultants and Individual Contractors. Consultants and individual contractors are responsible for determining their tax liabilities and for the payment of any taxes and/or duties, in accordance with local or other applicable laws.

	- Daily rate - Any additional relevant costs proposed (travel, communications, etc) Technical and Financial proposals should be submitted in separate documents

Text to be added to all TORs:

Individuals engaged under a consultancy or individual contract will not be considered “staff members” under the Staff Regulations and Rules of the United Nations and UNICEF’s policies and procedures and will not be entitled to benefits provided therein (such as leave entitlements and medical insurance coverage). Their conditions of service will be governed by their contract and the General Conditions of Contracts for the Services of Consultants and Individual Contractors. Consultants and individual contractors are responsible for determining their tax liabilities and for the payment of any taxes and/or duties, in accordance with local or other applicable laws.