

Terms of Reference

In field Youth-Led Enterprise Support Consultant-Mutare and Mutasa Youth Employment and Entrepreneurship (YEE) Phase II Project

Purpose	To strengthen the commercial viability and systemic market integration of youth-led enterprises across target districts	Manager	Cloffas Nyagumbo
Responsible	Consultant	Timeline	June to December 2026
Sector	Agri-food/ Energy/ Other emerging sectors	Target districts	Matobo, Murewa, Mutoko, Mutare, Umzingwane, Bulawayo, Mangwe, Mutasa
Project	YEE Phase II	No. of days	7 months

1. Background

SNV Zimbabwe, with support from the Swiss Agency for Development and Cooperation (SDC) and the Embassy of Sweden, is implementing Phase II of the Youth Employment and Entrepreneurship (YEE) Project. The project targets out-of-school youth (aged 18–35) to improve their livelihoods and future prospects through employment and entrepreneurship opportunities in the agri-food, renewable energy, and emerging sectors.

Following the successful completion of rapid needs assessments and enterprise profiling of new and graduated youth led enterprises (YLEs) under the previous assignment done by the Regional Youth-Led Enterprise Support Consultants the scope of the Infield Youth-Led Enterprise Support Consultants transitions the role from diagnostic support to structured enterprise growth facilitation. The consultant will provide ongoing business development mentorship, coaching, and market systems strengthening support to YLEs. The role will deliberately provide continued post-establishment support to Year 1 (Cohort 1) youth-led enterprises to prevent early-stage failure by reinforcing governance and record keeping systems, improving market participation. This will enable the enterprises and groups to transition from fragile start-up operations to stable, market-integrated and growth-oriented businesses.

2. Purpose of the Assignment

To strengthen the commercial viability, competitiveness, and systemic market integration of youth-led enterprises across target districts by providing structured mentorship, business development facilitation,

and market systems development support. Support to youth-led enterprises will be provided in various forms, including technical assistance, coaching, and financial support, depending on the identified needs and growth potential of each enterprise.

3. Scope of Work

3.1 Enterprise Mentorship and Coaching

- Develop individual enterprise growth plans for at least 100 YLEs per district from Cohort 1 (YLE established in 2025).
- Conduct structured coaching sessions for at least 100 youth led enterprises targeting M2 and M3 (advanced technical, business management, market linkages) for youth led enterprises established under Cohort 1.
- Develop growth plans and conduct structured mentorship coaching sessions for at least 50 new youth led enterprises from Cohort 2 (YLE established in 2026) targeting M2 and M3 (advanced technical, business management, market)
- Track enterprise performance indicators (sales, jobs created) updating the information into LogAlto.
- Tracking and enter youth transition to employment into the LogAlto

3.2 Business Development Services (BDS) facilitation

- Facilitate linkages with at least 2 BDS providers to provide mentorship and coaching per district.
- Facilitate at least 30 enterprises per district in accessing BDS that includes but not limited to business management, product improvement, marketing, linkages/networking, branding, and packaging.

3.3 Market Systems Development Integration

- Facilitate through mentorship at least 5 active private sector partnerships per district with buyers, suppliers, or aggregators.
- Facilitate through mentorship at least 2 successful financing linkages per district (banks, MFIs, Gvt).
- Document evidence of behavior change among market actors serving youth enterprises.

3.5 Coordination and complementarity with LSPs

- Joint market opportunity identification targeting 5 opportunities with respective LSPs
- Coordinate district-level collaboration with the project, including Basic Life Skills training delivered by the Ministry of Youth, Empowerment, Development and Vocational Training and other TVETs, YSAL and enterprise development support facilitated by the Ministry of Women Affairs, Community, Small and Medium Scale Enterprises, and technical trainings provided by TVETs, private sector, extension workers.
- Submit consolidated Mutare and Mutasa districts report by the 25th of every month.

3.7 Learning, Adaptation and Scaling

- Document at least 2 scalable enterprise models/district.
- Document at least one success story per month/district

4. Table 1. Key Activities and Timeframe (June–December 2026)

No	Activities	Timeframe	Evidence of completion
1.	Joint market opportunity identification with LSPs (minimum 5 opportunities)	Jun-Sep 2026	Business models and MoU for at least 5 opportunities
2.	Coordinate district-level collaboration with ministries, TVETs, private sector and extension actors for BLS, YSAL, enterprise development and technical trainings)	Jun–Dec 2026	Activity schedules, activity reports
3.	Development of enterprise growth plans for Cohort 1 enterprises (100 per district)	Jun–Jul 2026	100 YLE growth plans (Cohort 1)
4.	Development of enterprise growth plans for Cohort 2 enterprises (50 per district)	Jun–Aug 2026	50 YLE growth plans (Cohort 2)
5.	Structured enterprise mentorship and coaching (M2 & M3 technical, business management and market linkages) for 100 enterprises from Cohort 1	Jun–Dec 2026	Mentorship plans Coaching session reports, Data entry into LogAlto
6.	Structured enterprise mentorship and coaching (M2 & M3 technical, business management and market linkages) for 50 enterprises from Cohort 2	Jun–Dec 2026	Mentorship plans Coaching session reports, Data entry into LogAlto
7.	Facilitation of linkages with Business Development Service providers and support enterprises to access BDS (product quality, branding, packaging, marketing, operations)	Jun–Aug 2026	Evidence of at least 2 BDS partnerships and 30 enterprises accessing BDS
8.	Facilitation of private sector partnerships (minimum 5 per district) and financing linkages (minimum 2 per district)	Jun–Dec 2026	At least 5 private sector partnerships and 2 financing linkages per district
9.	Tracking enterprise performance indicators and youth employment transition in LogAlto	Jun–Dec 2026	Updated LogAlto database
10.	Monthly submission of consolidated district reports with LSPs	Monthly (Jun–Dec 2026)	Reports
11.	Documentation of behaviour change among market actors and scalable enterprise models	Aug–Dec 2026	At least 2 documented scalable enterprise models
12.	Development of monthly success stories and learning documentation	Monthly (Jun–Dec 2026)	1 success story per month

13. Expected Deliverables

1. Opportunity identification: 5 active private sector partnerships/district.
2. Enterprise growth plans: Minimum 150 per district targeting Cohort 1 and 2.
3. Mentorship and coaching: Minimum 150 YLEs/district targeting cohort 1 and 2.
4. BDS facilitation: at least 2 BDS/district providers supporting at least 30 YLEs.
5. Access to finance: At least 2 successful financing links per district.
6. Upload enterprise progress and youth employment data in LogAlto.
7. Monthly progress reports and Final consolidated reports.

14. Consultant Profile

- Bachelor's degree in business, Agribusiness, Entrepreneurship, Economics, Agriculture or a related field.
- At least 5 years of experience supporting youth or MSMEs in enterprise development and trade.
- Strong understanding of business development services, market systems, and youth economic empowerment.
- Proven ability to coach and mentor youth entrepreneurs.
- Excellent written and verbal communication skills.
- Willingness to travel across districts within the region with own mode of transport.