



REQUEST FOR EXPRESSIONS OF INTEREST (REOI)

Position: Gender Consultant (Consulting Services – Individual Consultant Selection)
Employer: ZESCO Limited
Project: Zambia-Tanzania Interconnector Project - RETRADE
Contract Title: Individual Gender Consultant to Provide Support in Gender Mainstreaming and Inclusion in ZESCO's Operations
Country: Zambia
Grant No: IDA-E3960
REOI No: ZM-ZESCO-539902-CS-INDV
Issued on: 10 June 2026
Deadline: 1 July 2026 at 17:00 hours CAT.

1. ZESCO Limited "the Client" has been allocated grant funds (the "Grant") from the World Bank/European Union/UK Government which are administered by the International Development Association (IDA) (the "Bank") and executed by ZESCO Limited ("the Client"). The Client intends to apply the funds to eligible payments under the contract for which this Request for Expression of Interest is issued. Payments by the Bank will be made only at the request of the Client and upon approval by the Bank, and will be subject, in all respects, to the terms and conditions of the grant agreement. The grant agreement prohibits a withdrawal from the grant account for the purpose of any payment to persons or entities, or for any import of goods, if such payment or import, to the knowledge of the Bank, is prohibited by a decision of the United Nations Security Council taken under Chapter VII of the Charter of the United Nations. No party other than the Client shall derive any rights from the grant agreement or have any claims to the proceeds of the grant

ZESCO Limited now invites suitably qualified and experienced individuals ("Consultants") to indicate their interest in providing the Services for the consultancy position of **Gender Consultant** to provide support in gender mainstreaming and inclusion in ZESCO's operations. Interested Consultants should provide information demonstrating that they have the required qualifications and relevant experience to perform the Services.

(a) PURPOSE

Reporting to the Senior Manager – Learning & Development, the Gender Consultant will provide technical expertise to strengthen the systematic mainstreaming of ZESCO's Gender Policy to ensure effective, measurable and sustainable implementation of gender initiatives across all ZESCO operations, procedures, communication and culture. The Gender Consultant shall work closely with

the ZESCO Gender Unit to achieve their objectives. More details on the Services are provided in the Terms of Reference (TORs).

(b) QUALIFICATIONS

- Bachelor's degree in Gender Studies, Development Studies, Sociology, Social Development, or any related field in the Social Sciences.
- Master's degree in Gender Studies, Development Studies, Sociology, Social Development, or any related field in the Social Sciences is an added advantage.

(c) EXPERIENCE AND REQUIREMENTS

- Minimum of 8 years of experience in gender analysis, gender mainstreaming, or working on gender-focused development projects with experience on world bank funded projects as an added advantage.
- Demonstrated experience in developing Gender Policies, supported by strong knowledge of gender equality frameworks, policies and tools.
- Proven experience in providing technical advice on gender issues to organizations.
- Experience in designing and delivering gender training for diverse audiences.
- Strong interpersonal, task management, analytical and reporting skills, and demonstrated ability to translate policy requirements into actionable and practical recommendations.
- Strong communication and report-writing skills.
- Strong research and data analysis skills.
- Provide at least two reference letters from previous clients who worked with.

(d) ACCOUNTABILITIES

- Operationalise the mainstreaming of the ZESCO Gender Policy in alignment with national, regional and international instruments, as well as Gender and Social Inclusion (GESI) principles, gender equality frameworks, UN gender standards and the World Bank Gender Strategy 2024-2030, ensuring its integration across all directorates and operational processes.
- Develop gender-responsive tools, standards and checklists to support consistent GESI mainstreaming.
- Deliver gender and inclusion training, mentoring and staff awareness sessions to build organizational GESI capacity.
- Develop gender-responsive indicators and systematically track, analyse and report progress on GESI implementation across operations to strengthen ESG performance reporting.
- Coordinate gender-awareness campaigns and manage stakeholder interactions to enhance engagement on GESI issues.

(e) TENURE

The duration of the consultancy is **one (1) Year**, maybe renewable subject to satisfactory performance and availability of funds.

2. Interested candidates are requested to submit the Application, relevant experience and qualifications accompanied by a comprehensive Curriculum Vitae (CV) using the "TEMPLATE CURRICULUM VITAE.docx" template uploaded on the ZESCO Limited official website.
3. The attention of interested Consultants is drawn to Section III, paragraphs, 3.14, 3.16, and 3.17 of the World Bank Procurement Regulation (PR), Seventh Edition (September 2025), setting forth the World Bank's policy on conflict of interest.
4. A Consultant will be selected in accordance with the 'Individual Consultant Selection' method set out in the Procurement Regulations (World Bank Procurement Regulation (PR), Seventh Edition (September 2025)).
5. Further information can be obtained at the address below during office hours from **07:30 AM to 4:45PM CAT**.
6. Terms of Reference (TOR) can be found at the following website: www.zesco.co.zm/tender.php or via email upon request from the email addresses given below.
7. Expressions of interest must be delivered in a written form to the address below (in person, or by mail, or by e-mail) by **1 July 2026 at 5:00PM CAT**.

ZESCO Limited

Attention: Zandi Hamalambo, Director - Procurement

Ground Floor, Procurement Department Offices

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