

Development Mentorship Programme – Southern Africa

Description of Services Required

Misean Cara is seeking the services of a consultant to provide mentorship support to development projects in Southern Africa

MISEAN CARA

Founded in 2004, Misean Cara is an Irish membership organisation supporting the overseas development work of missionaries. Collectively, Misean Cara's 77 members work in over 50 countries and are part of a much bigger global missionary network with an extensive reach in Africa, Asia and Latin America. Our members live in vulnerable communities and work in the areas of livelihoods, education, health and human rights, delivering high quality project results through a deep-rooted presence in the communities they serve.

In our Strategy 2022-2026, we are supporting member activities to uphold rights in five areas:

1. Climate-resilient livelihoods
2. Quality education
3. Better health, clean water and sanitation
4. Human rights
5. Emergency relief and support

Misean Cara provides a range of supports for the international development work of our members. We access and distribute funding for high quality development initiatives, providing effective oversight through monitoring, evaluation and audit. We support the enhancement of our members' capacity to deliver significant results through mentorship, research, learning and development activities and quality support.

Our members' holistic approach to eliminating poverty targets the root causes of social inequality through locally appropriate responses. In partnership with local communities, and other international and national agencies, this work continues to make a difference to the lives of the poorest. For further information, see www.miseancara.ie

THE MENTORSHIP PROGRAMME

Misean Cara's Mentorship programme was set up in 2014 and has evolved as a mechanism through which project-level support is provided to our members. This accompaniment is premised on supporting project personnel to empower themselves through the development of knowledge and skills, in line with Misean Cara's Capacity Development Policy.

Purpose

The purpose of the programme is to enhance the capacity of Misesan Cara member organisations and their local implementing partners. Mentorship support focuses on the professional expertise and systems of member organisations and their project teams, accompanying project personnel in their journey to plan, implement, reflect and report on their development projects. This takes account of current good practice and emerging learning within the development sector, rooted in the missionary approach to development interventions.

Role Context

The following countries are covered by the Southern Africa mentorship programme:

Countries of Primary Focus	Countries of Additional Focus
▫ South Africa ▫ Zambia ▫ Zimbabwe	▫ Angola ▫ Eswatini ▫ Lesotho ▫ Madagascar ▫ Malawi ▫ Mozambique ▫ Namibia

It may also be required, from time to time, to provide remote support to teams in other regions.

Primary responsibilities

Always taking an accompaniment approach, the mentorship programme works through on-site visits to project teams, with follow-up via email, telephone and online, and by facilitating workshops and member meetings. The primary activities are set out as follows, taking cognizance of the expected results to be achieved:

Capacity Strengthening: To build the capacity of personnel delivering development projects funded by Misesan Cara. In particular to assist Misesan Cara members and project personnel to understand and implement the Project Cycle Management (PCM) and results-focused approaches.

The Capacity Strengthening element is expected to account for about 80% of the mentor's activity, with the remaining 20% divided among the following three elements.

Monitoring, Evaluation and Learning (MEL): To support Misesan Cara's monitoring and evaluation programmes and in so doing to promote learning/sharing of good practice and innovation.

Networking and Linkages: To encourage and facilitate networking among members and their partners in order to facilitate communication across Misesan Cara's

membership. Further, to support members to develop links with other relevant stakeholders taking account of the wider institutional and policy context.

Communications: To assist Misesan Cara in collecting material about successful projects in order to communicate the results achieved to the public through various media.

Report Reviewing: To review project reports as submitted by members, raising queries and approving as appropriate.

Note: At present, Misesan Cara's grant-making processes are changing to a system where a greater degree of autonomy sits with the member organisations in receipt of multi-annual grants. The nature and content of the mentorship relationship may undergo some changes in the coming years as a result of this. For the time being, however, the outline above and the details below represent the mentorship remit.

Result Areas (key outcomes)

Given that the work on Capacity Development is the primary area of responsibility, this section sets out in more detail the specific activities to be undertaken in each of five related results areas.

1. Enhancing quality: support with project planning and the preparation of funding proposals

This involves supporting project teams in understanding Misesan Cara's funding policies, funding schemes and systems, organisational results framework, proposal and report forms. Advice is provided to project personnel in the pre-proposal phase to strengthen problem identification, needs analysis, prioritisation and response selection, etc.

The mentor's role should not involve writing or translating funding proposals but should involve providing support to the thinking behind the project.

2. Enhancing quality: support with implementation and monitoring by members

Project teams may require support during the implementation phase in the management and monitoring of project activities and outputs.

3. Demonstrating Results: support with reporting on Misesan Cara-funded projects

This includes assisting project teams in the documentation and record-keeping involved in measuring and reporting on project level results, especially in relation to Misesan Cara's organisational standardised results framework.

4. Reinforcing Sustainability: support with broader organisational strengthening

Supporting project teams in succession planning and the development of broad and robust systems for project management, with a view to enhancing longer-

term sustainability.

5. *Reinforcing Sustainability: support with coherence to external institutional frameworks*

This is about ensuring linkages with local and national government policies and regulations, thus contribution to the overall development of the relevant sector (education, health, etc.)

CONSULTANT PROFILE

We are seeking to contract a consultant, based in Malawi, South Africa, Zambia or Zimbabwe, who has a strong grasp of the topics outlined above and who has experience providing support at a project level in strengthening capacity for project cycle management, particularly in results-based data gathering and reporting. We're looking for a good communicator who is adept at delivering targeted workshops and training in an appropriate way. Experience of and an affinity with the approach to development taken by missionary organisations are key considerations.

TERMS OF CONTRACT

We are seeking to engage a consultant to provide the above support for a maximum of 225 days each year for two years, beginning early in 2026.

Location: Malawi, South Africa, Zambia or Zimbabwe.

To register your interest: please email a Cover Letter and details of relevant experience to mtfanning@miseancara.ie Please insert "Mentorship Programme Southern Africa" in the subject line. **Closing date: 17:30 Irish time Wednesday 19th November, 2025.** Emails sent after the closing date will not be considered.