

**Call for Consultant- State of the Media Professionalism in Zimbabwe**

**Call Number**: 006/2023

**Position:** State of the Media Professionalism in Zimbabwe Consultant

**Contract Type:** Consultancy

**Duty Station**: Remote/Home-Based   
**Contract Dates**: February 2023   
**Duration of Contract**: 15-20 working days   
**Application Deadline**: 10 February 2023 at 1600hrs.

**Description of the Organisation and Assignment**

VMCZ is a professional media self-regulatory body set up in 2007 and subscribe to the principles of media freedom, accountability, independence, and ethical journalism. VMCZ’s mission is to promote a strong and ethical media with the ability to contribute to building a more democratic and just society within policy and legal environments that facilitate the growth and development of independent, pluralistic, and free media.  Yet, the ability of the media to promote accountability and democracy relies on how effectively the practitioners and institutions adhere to professional tenets. As part of its mandate of enhancing and promoting high ethical and professional journalistic standards, VMCZ seeks to conduct research on the State of Media Professionalism in Zimbabwe. The research will critically analyse the conduct of media according to high standards of ethics, accountability, legality, and credibility. The research will identify and critically interrogate the factors that promote/impede professionalism in Zimbabwean media by critically reviewing several thematic areas, such as political interference, obsession with economic returns, media ownership, journalism training, audience perspective, personnel factor and poor pay. The research will therefore establish the degree of media professionalism in Zimbabwe visa vi the media operating environment.

**Purpose of the consultant**

The consultant will be responsible for collecting and analyzing data on the current state of media professionalism in Zimbabwe. The consultant should provide robust evidence of whatever claim is made.

**Work Scope**

During this period, the consultant is expected to complete the following tasks:

* Provide a general overview of the media environment in Zimbabwe
* **Organise and conduct a series of key informant interviews**and consultations with journalists and other stakeholders.
* Critically analyse the conduct of media coverage and activities according to high standards of ethics, accountability, legality, and credibility, while exercising rights such as freedom of expression and information.
* Critically analyse the 2022 Media Complaints Report and other related reports/studies to establish the degree of media professionalism in Zimbabwe visa vi the media operating environment.
* Identify and critically interrogate the factors that promote/impede professionalism in Zimbabwean media by critically reviewing several thematic areas, such as political interference, obsession with economic returns, media ownership, journalism training, audience perspective, personnel factor and poor pay.
* Provide detailed information based on research findings and be presented in an logical manner
* Proofreading, editing, and paraphrasing content before and after the report is designed
* Researching and recommending potential State of the Media Professionalism report formats, sections, and layouts
* Attending required orientation and coordination meetings
* Reporting and following up with the Programmes Officer when further assistance or information is required.

**Knowledge, Skills & Abilities**

* Bachelor’s degree in any Social Science or Humanity including but not limited to Media, Communication, Sociology, and Education.
* A minimum of 5 years’ experience in media, journalism, communications, or related fields.
* Demonstrated ability to turn content into powerful narratives
* Excellent command of spoken and written English
* Excellent command in Microsoft Office Skills, Google Drive, and advanced data collection and analysis tools
* Excellent organizational & time management skills
* Problem-solving and analytical skills
* Ability to work and communicate well with a variety of individuals, with professionalism and goodwill
* Knowledge of the media environment is essential; experience of producing reports for Media organisations is a plus.

**Application and selection**

Interested individuals with the required qualifications and experience should submit their application to: [mediacomplaints@gmail.com](about:blank) and copy [director@vmcz.co.zw](about:blank) with the subject line “State of the Media Professionalism in Zimbabwe -Consultant Application". The application should include the following in a single PDF document:

* A detailed Curriculum Vitae
* A cover letter indicating the candidate’s motivation for this consultancy and relevant expertise and experience, and proposed consultancy fees.
* A proven record of similar work experience
* Names and contact information of three references

Only shortlisted candidates who meet all qualifications and experience will be contacted for further consideration. Incomplete applications will be automatically disqualified.