



Zimbabwe Workcamps Association

Mid & Long-Term Volunteer Projects 2025

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Long and Mid Term Volunteer Projects in Zimbabwe

Brief Background and History

Zimbabwe Workcamps Association (ZWA) is a local inspired Youth Volunteer Organisation founded in October 1993. It is non-political, non-sectarian, not for profit, membership organisation. Its membership is open to anyone above the age of sixteen years irrespective of nationality, gender, race, religion, political view, or educational qualification. ZWA seeks to promote inter culture education, international and national understanding through voluntary services, peace, solidarity, and community development. ZWA is registered with the Zimbabwe Youth Council under the Ministry of Youths Empowerment and Vocational Training. ZWA is a member of the Southern Africa Workcamps Cooperation (SAWC), which is a regional body that promotes development and voluntary work. ZWA is also a member of a continental platform Network of Africa Voluntary Services (NAVO), a continental body which aims to achieve prosperous and peaceful Africa through youth empowerment, volunteerism and pan Africa exchange as well as scaling up global, regional and national actions to meet young people's needs, realize their rights and tap their possibilities as agents of change. ZWA is also a member of the Coordinating Committee for International Voluntary Service (CCIVS) created under the aegis of UNESCO in 1948. ZWA is also has group status within the Social Civil Society (SCI) family. Zimbabwe Workcamps Association employs international voluntary services as a double edged sword namely education and community development. Workcamps are proven developmental techniques aimed at encouraging local communities to do self-help projects, using scarcely available resources in the raising of their socio-economic, cultural and physical standards of living. We strive to

- ✓ To assist with community development,
- ✓ Encourage the concept of voluntary service as a force in the search for peace, equality and international understanding,

- ✓ Enable young people to encounter and understand different cultures.
- ✓ Organize and run voluntary workcamps in Zimbabwe and in the region either independently or in collaboration with other voluntary organization or government departments.
- ✓ To promote peace, democracy, social justice, volunteerism and exchange of information, skills, and best shared practices.

Scope of Work: Volunteers participate in several different tasks at their respective project host. The work ranges from physical demanding jobs to administrative tasks such as data entry, documentation and data analysis, other most popular tasks are teaching, social work, building, environmental conversation, health promotion, coordinating youth events to mention but just a few.

Working Schedule: Participants work around 8 hours a day from Monday to Friday. The lion's share of our volunteer placements does not require volunteers to work on public holidays and weekends, unless highlighted or in the event of the need arising from the project.

Expectations from Projects: Volunteer projects take place in very humble places around Zimbabwe. The bulk of our projects are not that difficult at all, what is only needed is flexibility, positive mentally attitude as well as openness to new culture, new experience. The secret remedy to, make the most of your time while volunteering in Zimbabwe is to adapt to the local environment. It important to highlight each and every project is unique, hence volunteers should make the most of their time with the community they serve, since this is a chance of a life time, to work and live with people in their respective communities, just like them.

Arrival and Orientation: Volunteers will be picked up from the Airport or regional bus station in on request. They will be transferred to any lodge in town of their choice. Two-day orientation will be organized in close collaboration with the volunteers and ZWA staff. The main objective of the orientation is to minimize the effects of cultural shock as well as to build capacities for the volunteers, so as to meet the community with open mind.

Accommodation: The volunteer will live with host families within the community and this will provide volunteers with the opportunity to learn more from the local people and also share in their daily way of life as well as deep understanding of the host community.

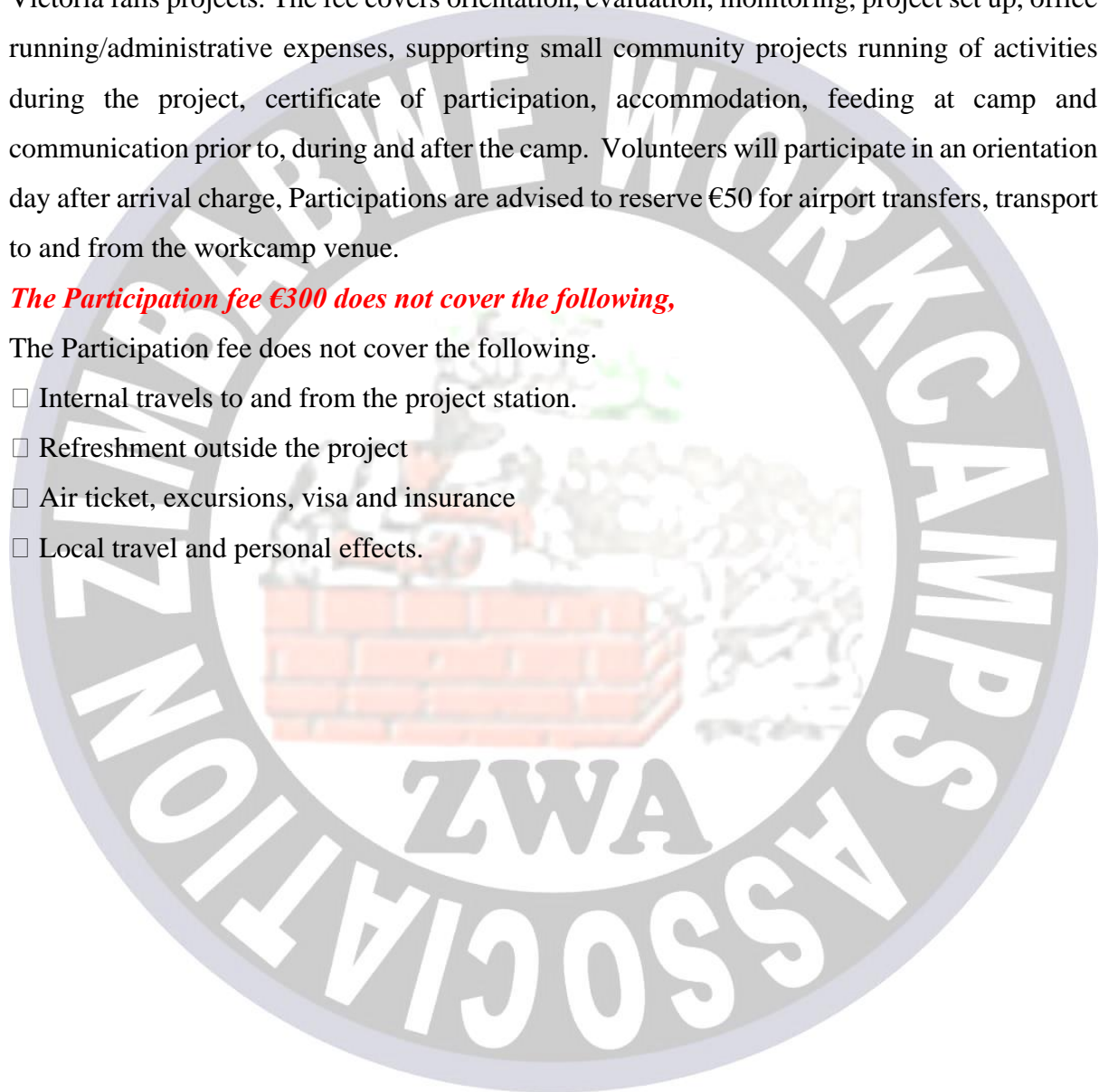
Food: Basic meals will be provided in the host family from what is locally available in the local community. Volunteers are therefore advised to be flexible and open minded. This will make it easy to negotiate entry into the community as volunteers.

Investment: The participants will contribute €300 for all around Zimbabwe, except for Victoria Falls where volunteers should contribute €350 because of very high cost related to Victoria falls projects. The fee covers orientation, evaluation, monitoring, project set up, office running/administrative expenses, supporting small community projects running of activities during the project, certificate of participation, accommodation, feeding at camp and communication prior to, during and after the camp. Volunteers will participate in an orientation day after arrival charge, Participants are advised to reserve €50 for airport transfers, transport to and from the workcamp venue.

The Participation fee €300 does not cover the following,

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- Internal travels to and from the project station.
- Refreshment outside the project
- Air ticket, excursions, visa and insurance
- Local travel and personal effects.



Detailed M/LTV Program

Die Deutsche Schule: Project Code ZWA M/LTV020- Number of Volunteers 6

Project in Brief:

Die Deutsche Schule German in Harare, Zimbabwe offers German language lessons to young women and men coming from all walks of life in Zimbabwe. The main thrust for offering the language course is to equip young Zimbabweans with the language skills needed to negotiate entry into the German speaking countries, so as to study at Universities/Colleges, Apprenticeship as well as for Au-pair, Work and Family reunion. After every level (A1, A2, B1 and B2) students write the international Goethe Institute Examinations. The Die Deutsche Schule operates two schools in Zimbabwe one in Harare and the other in Bulawayo

Scope of Work:

The volunteer at Die Deutsche Schule will be expected to support in the following key result areas:

- ♣ Introducing students to the rich tapestry of German culture through activities, discussions and experience.
- ♣ Engage with Students in a interactive language sessions fostering a supportive and immersive learning environment

Objectives:

- ▲ Collaborating with dedicated teaching staff to enhance the overall educational experience for students

Volunteers will also contribute to process through

- Provide Invaluable insight into the pronunciation, conversation and cultural nuances

Areas of Specialization (Skills, Knowledge Requirements)

Native Germany Speakers Only

Accommodation

Volunteers will be accommodated by host families. Running water is available, Water system toilets showers are available.

Food: Basic meals will be provided from what is locally available in the local community. Volunteers are therefore advised to be flexible and open-minded. This will make it easy for them to negotiate their entry into the community.

Location: Harare -Avondale

Language: English

Terminal: Robert Gabriel Mugabe International Airport



Nzeve Deaf Centre – Mutare- Project Code ZWA M/LTV 021-Number of Volunteers 1

Project in Brief: Nzeve Deaf Centre is an organization for deaf and hearing people. It was formally registered in 2005 but started its work in the 90s. The organization works to promote deaf culture and the inclusion of persons with disabilities in their communities. Our vision is to see the Deaf Community valued in an inclusive society. The Centre provides hearing tests and early childhood learning classes for deaf children so that they develop sign language and social skills before they join a mainstream school. Deaf youths come to the center for vocational skills in carpentry, building, sewing, and horticulture to prepare them for independent living. Livelihoods training is provided to the parents of deaf children and youths as well as other persons with disabilities in the Manicaland province. Disability/deaf awareness occupies a greater part of Nzeve's work so that communities are inclusive and can support persons with disabilities to live quality life.

Scope of work:

This program facilitates extra-curricular activities for children and youth through a child center which supports those who need it most. The idea of the Centre is to provide educational and recreational services to children and youth who are deaf. The center also addresses issues of child abuse among other challenges as it is a safe home to deliberate and receive support from. Volunteers work together with representatives of the Protection Committee. At the Centre, volunteers have an opportunity to engage in indoor and outdoor play games with the youths who occasionally visit the Centre for play. It is basically an opportunity for international volunteers to appreciate initiatives around safeguarding the rights of children and youths who are differently enabled.

Areas of Specialization (Skills, Knowledge Requirements): No specific skills are required to participate in this program, but the following skills will be appreciated, Business skills, Fundraising Speech/communication/children play therapy, Journalism/videography, social media management/organizational visibility,

Accommodation

Accommodation is provided in a choice of either a host family or at centre. At a host family, volunteers could immerse themselves into the real Zimbabwean culture and day to day life as they live in, eat and participate in host family activities. These host families are carefully selected based on a critical criterion to ensure basic comfort for our volunteers.

Food: Basic meals will be provided from what is locally available in the local community. Volunteers are therefore advised to be flexible and open-minded. This will make it easy for them to negotiate their entry into the community.

Location: Mutare

Language: English

Terminal: Robert Mugabe International Airport



Fambidzanai Permaculture Centre - Project Code ZWA M/LTV022-No of Volunteers 2

Project in Brief: Fambidzanai Permaculture Centre works towards achieving food secure Zimbabwe that depends on sustainable land-based food systems (permaculture). Activities thrive on skills training in sustainable agriculture methodologies. Trainings are supplemented by practical demonstrations illuminating the ecological and economy viability of permaculture. Creating enhancing and facilitating market opportunities for farmers produce remains a key mandate. FPC also focuses on climate justice and leadership with the primary objective of community development through training, awareness raising and advocacy.

Scope of Work: The organization is failing to take care of the ever-increasing number of people in need of help, hence the dire need of a Resources Mobilization officer. The Resource Mobilization Officer will contribute to Fambidzanai work through research/documentation, social media, monitoring and evaluation and resource mobilization. The ideal candidate will be specially involved in identifying and responding to opportunities for funding. Volunteers will also be involved in capacity and training programmes with a strong bias to agroecology and permaculture. **Areas of Specialization (Skills, Knowledge Requirements)**

No special skills are required in this program. Basically, passion and commitment are all volunteers require to take part in this program. Development Practitioners are most welcome to this project. Volunteers with other ideas to share are most welcome.

Accommodation

Volunteers will be accommodated at the Centre. Rooms are available to individual volunteers. Volunteers with special needs like seniors/ aged, families and physically challenged will have special arrangements for their accommodation.

Language: English

Terminal: Robert Gabriel Mugabe International Airport

Hillside Dams Conservancy - Project Code ZWA M/LTV023-Number of Volunteers 1

Project in Brief: Lying within the Bulawayo City boundary, Hillside Dams Conservancy's natural vegetation is still largely intact and includes a wide range of species and a diverse bird life. As a community-oriented project the area has been leased by a group of local residents with the aim of restoring it to being once again one of the prime recreational venues in Bulawayo, to be enjoyed by all of its residents.

Scope of Work: The volunteer at Hillside Dams Conservancy will be expected to support in the following key result areas:

- ♣ Eradicate invasive vegetation in the dried riverbed to allow free flow.
- ♣ Design and dig a drainage system to direct water flow into the river.
- ♣ Harvest water during rainy seasons, ensuring a consistent supply.

Objectives:

- ▲ Enhanced ecosystem services and biodiversity.
- ▲ Improve water quality and quantity
- ▲ Enhance the scenery and landscape of the conservancy
- ▲ Foster community engagement and environmental awareness.

Volunteers will also contribute to process of Ecosystem Restoration through

- Mechanical vegetation eradication and habitat restoration
- Drain design and construction
- Contribute expertise and any other resources at your disposal

Requirements: No special skills are required in this program. Basically, passion and commitment are all volunteers require to take part in this program. Development Practitioners are most welcome to this project. Volunteers with other ideas to share are most welcome.

Accommodation: Volunteers will be accommodated at the camping site. Volunteers should bring their own camping tent, sleeping bag and a small mattress. Running water is available, Water system toilets showers are available.

Food: Basic meals will be provided from what is locally available in the local community. Volunteers are therefore advised to be flexible and open-minded. This will make it easy for them to negotiate their entry into the community.

Language: English

Terminal: Joshua Nkomo International Airport



TOSE Respite Care Home - Project Code ZWA M/LTV024-Number of Volunteers 2

Project in Brief: Tose is a center for children with multiple and severe disabilities. The center provides respite care rehabilitation and training for caregivers. Tose is a Shona word that means together. We Together Overcome disabilities and Problems, share success and sorrows and Encourage each other. Respite means rest. The home is unique in the sense that it offers relief to parents and guardians of the physical challenged as well as offering basic survival skills to the disabled. Most of them are regarded by the society, institutions and hospitals as lost hope.

Scope of Work: Tose is home for people with severe and multiple disabilities. It provides respite care, rehabilitation, and training for caregivers. The volunteers will work with the staff members at Tose to provide respite care as well as rehabilitation for the disadvantaged. The volunteers will also help in the garden, kitchen laundry and any specific request from administration at Tose.

Requirements: Tose is looking for volunteers with the following expertise, Physiotherapist, Occupational Therapist, Speech Therapist, IT Specialist, Fundraising Strategist

Accommodation: Volunteers will be accommodated at Tose. Rooms will be available to individual volunteers. Volunteers with special needs like seniors/aged, families and physically challenged will have special arrangements for their accommodations.

Food: Basic meals will be provided from what is locally available in the local community. Volunteers are therefore advised to be flexible and open-minded. This will make it easy for them to negotiate their entry into the community.

Language: English

Terminal: Robert Gabriel Mugabe International Airport

Bongai Shamwari Kindergarten - Project Code ZWA M/LTV025-Number of Volunteers

2

Project in Brief: Bongai Shamwari Early Childhood Center, provides early education for kids from disadvantaged background from Chikanga and the surroundings communities in Mutare . The philosophy for the Centre is a quality preschool education helps to build self-confidence, learn social skills and develop lifelong passion for education.

Scope Work: The volunteers will develop a social health care for the Centre, offer some in house training for the kids and staff members as well as tailor made training Programme with strong bias on Gender and development Programme. Requirements: Basically, passion and commitment for early childhood development and community development is all that is required to take part in this program. Food: Basic meals will be provided from what is locally available in the local community. Volunteers are therefore advised to be flexible and open minded. This will make it easy for them to negotiate their entry into the community.

Accommodation: Volunteers will be accommodated at Bongai Shamwari Centre. Rooms will be available Females and Males. Volunteers should bring their own sleeping bag and a small mattress. Running water is available, Water system toilets are available.

Food: Basic meals will be provided from what is locally available in the local community. Volunteers are therefore advised to be flexible and open-minded. This will make it easy for them to negotiate their entry into the community.

Language: English

Terminal: Robert Gabriel Mugabe International Airport

Victoria Falls Musi OA Tunya - Project Code ZWA M/LTV026- Number of Volunteers

3

Project in Brief: United Children of Africa (UNICA) is a nonpolitical and non-religious NGO governed by a board of Trust, made up of competent development practitioners coming from diverse backgrounds. UNICA work in collaboration with numerous partners and local volunteer to deliver educational, health care and other support services to the community.

Scope of Work: This project focuses on supporting Kindergarten education for children at a local rural school in Victoria Falls. Early Childhood Education is key to the promotion of cognitive, physical and social development of children in the first 1000 days of their lives. This project's aim is to promote access to ECD services to children and promoting the education of ECD children through play. Volunteers in this project are engaged on a day-to-day basis with children in ECD as Teacher Assistants. They provide a conducive platform for children to access educational services and promoting play as the pivot of education for children in this grade. Children in this grade are between the ages of 3 to 6 years of age. Volunteers have an opportunity to be innovative and initiate educational games for children as well as facilitating coloring and paintings. It is a project for those volunteers who wish to be immersed in visionary artwork, painting and play (indoor or outdoor).

Requirements: Desire to work hard as well as being comfortable to work with people with from different backgrounds

Accommodation: Volunteers will be accommodated by host family Rooms will be available to individual volunteers. Volunteers with special needs like seniors/aged, families and physically challenged will have special arrangements for their accommodations.

Food: Basic meals will be provided from what is locally available in the local community. Volunteers are therefore advised to be flexible and open-minded. This will make it easy for them to negotiate their entry into the community.

Location: Victoria Falls

Language: English

Terminal: Victoria Falls International Airport

Tsungirirai - Project Code ZWA M/LTV027- Number of Volunteers 5

Project in Brief: Tsungirirai is a shona word meaning to persevere and being courageous. The organisation was founded by Mrs Phillipa Henderson in 1994. Witnessing the ravaging effects of HIV/AIDS in the early 1990s in the Norton community, Mrs Henderson moved into action due to her compassionate and mission focused nature. Thus, in 1994 she initiated Tsungirirai and became the founding Director of the organisation. At first, the organisation started by offering counselling and home-based care services for HIV affected and infected persons. Two years later, the organization got registered through the Ministry of Public Service, Labour and Social Welfare in 1996 as a formal welfare organization that focused on HIV/AIDS programming. Since its inception, the organisation had a two-tier governance structure comprising of a 5-member Board of Trustees at the top followed by an Executive Committee made up of 7 members. However, due to new regulatory requirements of the Private Voluntary Organisations (PVO) Act, the board of trustees is no longer applicable thereby rendering it redundant.

Programmes offered by the organisation have evolved over the years being shaped by the changing HIV and AIDS environment. At inception, the organisation's core focus was on the provision of home-based care as many people were being discharged from the hospitals while in a bedridden condition. Thus, the Home-Based Care (HBC) project was amongst the first major initiatives of the organisation. Still within the formative years albeit at a later period, HIV prevention activities like stepping stones and Auntie Stella initiatives were also implemented to increase awareness on HIV/AIDS. These educational programmes had a massive impact in the community with a core focus on preventative measures aimed to reduce the rate at which people were being infected. During the period of the late 1990s and early 2000s, a lot of children were orphaned due to the effects of the pandemic and many more were left vulnerable due to the bedridden nature of their infected parents and loss of bread winners. This increasing incidence of Orphans and Vulnerable Children (OVCs) resulted in the organisation broadening its scope to include OVCs programming to ensure strong social safety nets for affected children.

Around 2008-9 medication in the form of Anti-Retroviral drugs (ARV) was now available to the public at cheaper prices. As a result, Tsungirirai implemented the New Life project that offered post-test counselling including intensive education on drug adherence. Support groups for infected persons were also formed during this era and these initiatives had a lasting impact

on beneficiaries and their families. Since 2010 to date the organisation's programming has largely targeted children and youths still focusing on the area of HIV and AIDS. This shift was necessitated by the fact that children and youths had been neglected in previous programming initiatives not only of Tsungirirai but of various organisations. Thus, since the year 2010 children are now being identified for HIV testing and counselling and Support groups for children have also been formed. Several prevention activities targeted at youths are also being implemented.

At present, the organisation is implementing an OVC project that incorporates aspects of economic strengthening, education assistance, integrated management of podiatric AIDS care and treatment, school health assessments, child protection, ARSH and psychosocial support. The HBC project is still being implemented in the community even though most people are now mobile. Caregivers visit children living with HIV in their homes offering psychosocial support and other forms of help and care depending on needs.

Scope of Work: With the numbers of national and international partners going down year in and year out, the organisation now needs to invest in both social and financial capital, hence the dire need of Resources Mobilization officer. The Resource Mobilization Officer will contribute to Tsungirirai work through research/documentation, social media, monitoring and evaluation and resource mobilization. The ideal candidate will be specially involved in identifying and responding to opportunities for funding. Volunteers will also be involved in capacity-building activities, especially for the youths. S/He will learn from other staff members to perform duties.

Requirements: Communication or media studies preferred, experience in communications, editing communication content including writing compelling stories; Experience in grant writing and resource mobilization; Strong negotiation skills with experience in influencing, creativity, innovativeness, and entrepreneurial thinking; Proficient user of Microsoft Suite; Adept at using social media platforms (e.g. Facebook, Twitter etc.); Strong oral and written English language

skills: Ability to work independently.

Accommodation: Volunteers will be accommodated at the Tsungirirai Centre. Rooms are available to individual volunteers. Volunteers with special needs like seniors/ aged, families and physically challenged will have special arrangements for their accommodation.

Food: Basic meals will be provided from what is locally available in the local community. Volunteers are therefore advised to be flexible and open-minded. This will make it easy for them to negotiate their entry into the community.

Location: Norton

Language: English

Terminal: Robert Gabriel Mugabe International Airport



MWOS FC - Project Code ZWA M/LTV028-Number of Volunteers One-Director of Coaching

Project in Brief: Hailing from the heart of Norton, MWOS FC is not just a football club; we are a beacon of hope and ambition in the community. Known affectionately as "The Punters," our journey from the grassroots levels to the competitive pitches of Zimbabwean football is a story of passion and resilience. Ngoni Stadium, our home ground, stands as a fortress where dreams are nurtured and future stars are born. It's here, under the vibrant energy of Norton, that The Punters train, play, and connect with our loyal fans. MWOS FC embodies the spirit of Norton, striving for excellence on and off the pitch.

Scope of Work:

The volunteer (Team Manager) will be expected to support in the following key result areas:

Tactical and Strategic

- ♣ Develop and implement effective game plans and strategies.
- ♣ Analyse opponents and adjust tactics accordingly.
- ♣ Make informed decisions during matches (e.g., substitutions, formations).

Team Management

- ▲ Build and maintain a cohesive team culture.
- ▲ Foster positive relationships with players, staff, and stakeholders.
- ▲ Manage player morale, motivation, and conflicts.

Player Development

- Identify, recruit, and develop talented players.
- Improve player skills and performance through training and coaching.
- Monitor player fitness and well-being.

Communication and Leadership

- Effectively communicate with players, staff, media, and fans.
- Provide inspirational leadership and motivation.
- Manage stress and pressure.

Administrative and Operational

- ✓ Manage team budget and resources.
- ✓ Coordinate travel, accommodations, and logistics.
- ✓ Ensure compliance with regulations and laws.

Performance Monitoring and Evaluation

- ✦ Set and achieve performance targets (e.g., wins, goals scored).
- ✦ Analyse team and player performance data.
- ✦ Adjust strategies based on performance evaluations.

Representation and Ambassadorship

- Represent the club in media, public appearances, and events.
- Promote the club's brand and values.
- Maintain positive relationships with sponsors and partners.

Youth Development and Academy

- ≠ Develop and implement youth development programs.
- ≠ Identify and nurture young talent.
- ≠ Manage academy staff and resources.

Other

- ® Stay up-to-date with football regulations, trends, and best practices.
- ® Network with other managers, coaches, and football professionals.

Adapt to changing circumstances (e.g., injuries, transfers)

Areas of Specialization (Skills, Knowledge Requirements)

No special skills are required in this program. Basically, passion and commitment are all volunteers require to take part in this program. Development Practitioners are most welcome to this project. Volunteers with other ideas to share are most welcome.

Accommodation

Food: Basic meals will be provided from what is locally available in the local community. Volunteers are therefore advised to be flexible and open-minded. This will make it easy for them to negotiate their entry into the community.

Location: Norton about 50km away from Harare along the Bulawayo Highway

Language: English

Terminal: Robert Gabriel Mugabe International Airport

