



VACANCIES ANNOUNCEMENT



About TSURO

Established in 2000 in Chimanimani District, Zimbabwe, TSURO Trust (**an equal employment opportunity organization**) is a community-based organization dedicated to empowering rural communities through sustainable, inclusive development initiatives. Founded by local leaders and community members, TSURO, symbolized by the resilient hare, was formed to promote self-reliance and resilience among communities facing persistent social, economic, and environmental challenges. The organization operates in Buhera, Chimanimani, Chipinge, Mutare, and Mutasa districts, using a bottom-up, participatory, and multi-sectoral approach. TSURO's programming addresses interconnected issues such as agroecology, food and nutrition security, WASH, public environmental health, disaster risk reduction, climate resilience, and economic empowerment. It collaborates closely with traditional leaders, government departments, civil society organizations, and the private sector to ensure holistic and inclusive development.

TSURO is guided by four institutional goals:

1. Strengthening the capacity of farming communities in Buhera, Chimanimani, and Chipinge, Mutare and Mutasa to increase and sustain agricultural productivity and food security while protecting natural resources.
2. Reducing public health risks, gender inequality, and vulnerabilities across these communities;
3. Supporting community-led initiatives in agro-processing and marketing to enhance household incomes and local value addition;
4. Enhancing disaster preparedness and resilience by reducing exposure to natural hazards, improving early warning systems, and strengthening community capacity to prepare for, respond to, and recover from disasters.

Vacancies

Applications are invited from qualified, motivated and experienced candidates to fill the following Student internship and Graduate internship:

I. Student Interns x 2 – Public Environmental Health Work Station: Chimanimani (Ngangu)

Duties and Responsibilities:

Organization: TSURO Trust

- Support the planning and implementation of community-based public environmental health interventions.
- Conduct hygiene and sanitation awareness activities to promote safe water use, waste management, and healthy household practices.
- Collect, clean, and compile field data for monitoring and reporting purposes.
- Assist in preparing activity reports and maintaining project documentation.
- Mobilize community members and support facilitation of health education meetings and training workshops.
- Work with project staff to monitor participation and adoption of improved hygiene and sanitation practices.

Area(s) of Study

Degree or Diploma in Social Work, WASH, Environmental Studies, Developmental Studies, PEH or related fields

II. Graduate Interns x 2 – Public Environmental Health/Sustainable and Natural Resources Management

Work Station: Chimanimani(Ngangu and Rusitu)

Duties and Responsibilities:

- Support the implementation of public environmental health and disaster risk reduction activities at community level.
- Participate in hygiene, sanitation, and environmental health awareness campaigns to promote safe and healthy practices.
- Assist in conducting household visits, community assessments, and vulnerability mapping exercises.
- Collect, verify, and compile field data for monitoring, evaluation, and reporting purposes.
- Support the organization and facilitation of community meetings, trainings, and stakeholder engagement sessions.
- Contribute to the preparation of activity reports and maintenance of project records and documentation.
- Work with project staff to track participation, identify emerging health risks, and recommend response actions.

Qualification(s) and Requirements

- Degree/Diploma in Public Health, WASH, Environmental Health, Development Studies, (**Ngangu work station**): Agriculture, Agroecology, Geography & environmental sciences, and Environmental Health (**Rusitu work station**) or related fields.

- ***Ability to ride a motorcycle is a must for Rusitu work station***
- Collect, clean, and compile field data for monitoring and reporting purposes.
- Assist in preparing activity reports and maintaining project documentation.
- Mobilize community members and support facilitation of health education meetings and agro ecology training workshops.
- Work with project staff to monitor participation and adoption of improved hygiene and sanitation, and agro ecology practices.

III. Graduate Interns x 1- Sustainable agriculture and natural resources management Work- Station: (Gutu)

Duties and responsibilities:

- Assist to coordinate, plan, and implement project activities in line with project goals and timelines.
- Assist in support monitoring, evaluation, and reporting of project performance.
- Facilitate community engagement and stakeholder coordination for sustainable project outcomes.
- Assist in providing technical support and guidance in areas of environmental management, natural resources, and ecology.
- Prepare progress reports, proposals, and other documentation as required.
- Ability to ride is a must.

Qualifications and requirements

- Degree in geography and environmental science, Natural Resources Management, Ecology.
- A recent graduate in the above courses.
- Good communication, facilitation and community engagement skills.
- Good report writing skills
- Ability to work independently in rural areas.
- High ethical standards, commitment to safeguarding, gender equality and accountability

IV. Graduate Interns x1 – Knowledge Management Work Station: Chimanimani(Ngangu/Nhedziwa)

Duties and Responsibilities:

- Support the development of organizational communication materials (stories, articles, newsletters, briefs).
- Manage and update social media platforms and website content.
- Document project activities through photography, short videos and success stories.
- Assist in designing posters, flyers, and information materials.
- Support internal communication and information sharing

- Assist in organizing events, campaigns, and community outreach activities
- Compile monthly communication and visibility reports.

Qualifications and Requirements

- A recent graduate in Communication Studies, Journalism, Media Studies, Public Relations, Marketing, English and Communication, Development Studies, Statistics, Operations Research, Demography, Population Studies, Data Science, Information Management, Research Methods, Applied Research, GIS and Spatial analysis. Or related fields.
- Strong writing and editing skills in English (Knowledge of local languages is an added advantage)
- Basic skills in photography, video editing, or graphic design will be an advantage)
- Knowledge of social media platforms and digital communication tools.
- Good interpersonal and organizational skills
- Ability to work under minimum supervision.

V. Volunteer Social Worker-Graduate Intern

Work Station: Mutare (CBD)

TSURO Trust is implementing a sexual and reproductive health and rights (SRHR) project targeting adolescents, youth and vulnerable groups. The organization is seeking a committed and compassionate Volunteer Social Worker to support community-based SRHR interventions, cycle social support and case management services.

Key duties and responsibilities

- Provide basic cycle social support and counseling on SRHR and related issues.
- Support case management for vulnerable adolescence, youth, and survivors of GBV.
- Facilitate referrals to health facilities, legal aid, and social protection services.
- Assist in community awareness sessions on SRHR, HIV prevention, family planning and menstrual health.
- Participate in outreach activities, campaigns and community dialogues and SRHR issues.
- Maintain confidential beneficial records and support preparation of activity reports.
- Work closely with community leaders, health facilities and project staff.

Qualifications and requirements

- Degree or Diploma in social work, sociology, Psychology, development studies, Gender or related field.
- Training or interest in SHRH, GBV, child protection or HIV programming is an added advantage.

- Willingness to work with adolescents, youth and vulnerable populations.
- Good communication and inter personal skills.
- Ability to handle sensitive information with confidentiality
- Knowledge of local languages is an added advantage.

VI. Position : Volunteer –Monitoring and Evaluation (M&E- Mutasa(Mutasa District)

Tsuro Trust is implementing community-based development projects in Mutasa District and is seeking a motivated and detail-oriented Volunteer – Monitoring and Evaluation to support data collection, documentation and report of project activities.

- Key Duties and Responsibilities
- Support data collection through surveys, interviews and monitoring tools.
- Assist in data entry, cleaning and basic analysis.
- Support field monitoring visits and activity verification.
- Assist in compiling monitoring reports and success stories.
- Support the development and use of monitoring tools (registers forms, checklists.)
- Participate in community meetings and project review sessions.
- Support documentation of lessons learned and best practices.

Qualifications and Requirements

- Diploma or degree in monitoring and evaluation, development studies, statistics, economics, social sciences or related field.
- Basic knowledge of data collection and research methods.
- Ability to use Microsoft Excel and word (knowledge of Kobo/ODK/SPSS is an added advantage.)
- Good communication and report writing skills.
- Willingness to work in rural communities.
- Knowledge of local languages is an added advantage.
- Detail-oriented and organized.
- Willingness to learn and gain field experience.
- Interest in community development and project accountability.
- Ability to work independently and as part of a team.

VII. Student Intern x 1 – Economic Strengthening Work Station: Chimanimani (Ngangu)

Duties and Responsibilities:

- Support the implementation of community-based livelihood and economic resilience interventions targeting vulnerable households.
- Assist in facilitating trainings on income-generating activities, Village Savings and Loan Associations (VSLAs), and basic financial literacy to strengthen household economic security.
- Participate in beneficiary targeting, registration, and verification in line with project criteria and accountability standards.
- Collect, compile, and analyze basic socio-economic data for monitoring, evaluation, and learning (MEL) purposes.

- Support organization and facilitation of community meetings and stakeholder engagement sessions on sustainable livelihoods.
- Assist in documenting project outputs, success stories, and lessons learned for reporting and knowledge management.
- Work with project staff to monitor progress of supported livelihood initiatives and identify gaps for adaptive programming.

Area(s) of Study

Agriculture Economics or related fields

VIII. Student x 1 – Knowledge Management & Monitoring

Work Station: Chimanmani(Ngangu)

Duties and Responsibilities:

- Support the collection, organization, and management of project data and information for monitoring and reporting purposes.
- Assist in maintaining databases, beneficiary registers, and activity tracking tools to ensure data accuracy and completeness.
- Participate in routine monitoring visits and community-based data collection exercises.
- Support analysis of basic monitoring data to track progress against project indicators.
- Assist in compiling monthly and quarterly progress reports and knowledge products.
- Document project activities, best practices, lessons learned, and beneficiary stories for knowledge management and learning.
- Support use of monitoring tools and feedback mechanisms to strengthen accountability and adaptive programming.
- Work with project teams to ensure timely submission of monitoring information and proper record-keeping.

Area(s) of Study

- Degree or diploma in Communications, M&E, PR ,Development Studies, Statistics, Operations Research, Demography, Population Studies, Data Science, Information Management, Research Methods, Applied Research, GIS and Spatial analysis.

IX. Student Intern x 1– Administration – Chimanmani (Ngangu)

Duties and Responsibilities:

- Provide administrative and logistical support to ensure smooth project operations.
- Assist with filing, documentation, and maintenance of office records.
- Organize and coordinate project meetings, workshops, and training sessions.
- Handle basic correspondence, including emails, memos, and official communications.

- Assist in scheduling and tracking project activities and deadlines.
- Work with project staff to ensure compliance with administrative procedures and organizational policies.
- Assist in recruitment and selection of staff.
- Assist in payroll administration.

Area(s) of study

Degree in Human Resources, Industrial Psychology, Office Administration

How to apply

Interested candidates should submit: ONE FILE/a CONTINUOUS PDF DOCUMENT with Cover letter, Resume/CV, Certified ID docs and Certificates, addressed to: **The Executive Director, TSURO Trust, Stand 212 Ngangu T/ship, Chimanimani** to internship@tsurotrust.org no later than 4 March 2026.

Please note that all applications should be received via above email addresses and only shortlisted candidates will be contacted. Applicants should clearly state position and workstation they will be applying for on the Subject Line. Canvassing and sending multiple attachments will result in automatic disqualification.