

# Zimbabwe Leadership Programme

2021-2022

Closing  
date for  
application is  
**March 15  
2021**



Former participants at Arlanda Airport in Stockholm, Sweden.  
Photo: Shannon Lövgren, CCBY-NC-SA

## Programme Objective

To build the capacity of councillors and council staff in order to increase Zimbabwe Local Authorities' ability to provide good quality and equitable services to its citizens and reduce poverty.

This will be achieved through partnering a motivated and experienced Council Official with an elected Councillor to work as a team on their leadership skills and complete at least one community project related to the Sustainable Development Goals by the end of the programme.

### This Leadership Training Programme aims to:

- Improve strategic and inclusive planning skills
- Increase knowledge and implementation of the Sustainable Development Goals and Zimbabwe's Vision 2030
- Build networks and partnerships that improve municipal management and service delivery
- Promote equality and justice
- Expose participants to good practices and international collaborations
- Improve leadership abilities through knowledge, experience, cooperation and action

## Programme structure

Each team will spend the first 2-4 months of the programme working on improving their personal leadership to enable better service delivery. ICLD will provide tools and training to improve leadership skills.

The second part of the programme is focused on developing a project to serve the community, using the SDGs and Vision 2030 as guides. Through networking, study visits, and targeted research, ICLD will help the team address a community challenge and create positive change.

## Who can apply?

ICLD welcomes teams to apply for the 2021-2022 Zimbabwe Leadership Programme. Each team must consist of a Senior Council Official (CEO, Town Clerk, Planner, Finance Director, etc.) and a High-Performing and Motivated Councillor. Teams that are gender balanced or all-female teams are especially encouraged to apply!

Local authorities that have not participated in previous ICLD programmes will be prioritized.

### Applicant criteria:

- Teams must consist of a Councillor in good standing and a Senior Council Official with approval to participate in all aspects of this programme
- The applicants must be able to participate for the full 16-month duration of the course
- The applicants must be open to new experiences
- The applicants may not have taken part in any previous ICLD training programme
- The applicants must be able to set their political party positions aside to focus on service delivery and collaboration
- The applicants must be capable of working closely with councillors from different political parties and other parts of Zimbabwe
- The applicants must agree to keep a journal for 4 months and to completing a community service project
- The applicants must be in decent health and capable of walking distances of between 3 and 5 kilometres
- Must speak fluent English
- Must agree to follow the ICLD Code of Conduct

## How to apply

The application must be submitted before March 15, 2021 and should be submitted to your local authority Chief Executive Officer (CEO) for the Council in which you work. The application must be done online, via ICLD's website [icld.se/zim](http://icld.se/zim). Applicants must print out a copy of their completed application and submit it to their CEO/Town Clerk.

## Selection Process

Local authorities shall select one Senior Council Official and one Councillor to apply as a team. The applicants' application documents will be forwarded to a selection committee comprising of representatives of the Zimbabwean Ministry of Local Government, Public Works and National Housing, the Gender Links organization, Midlands State University, and ICLD.

The committee will select 12 teams to participate in the training programme from various Councils throughout Zimbabwe based on their motivation, local engagement, and team make-up. Gender balanced teams and authorities that have not been part of an ICLD programme previously will be given priority.

All training courses are open to anyone, irrespective of physical ability. If you have any type of physical challenge, please let us know so that we can resolve any practical issues that may arise.

## Cost

ICLD will cover the following costs during the training programme:

- Participants' fees and training materials
- Travel to and from Sweden
- Food and accommodation costs during workshops and while in Sweden
- Insurance for participants when travelling outside their home countries in connection with the training programme



Former participants visiting the very north of Sweden. Photo: Shannon Lövgren, CCBY-NC-SA

ICLD will not cover the following costs:

- Per Diem or travelling costs within Zimbabwe
- Visa costs to visit Sweden
- Other personal expenses
- Medical and dental examinations

## Accommodation

All participants will be assigned single rooms in the same hotel during workshops and their stays in Sweden.

## More information

For more information and latest updates concerning the programme, visit our website [icld.se](http://icld.se)

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## Contact details

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