TERMS OF REFERENCE

Consultancy Support: Artisanal and Small-Scale Mining (ASM) Demand-Side Scoping

Small Business Growth Initiative (SBGI), Alternative Capital Sleeve (ACS)

1. BACKGROUND

The Small Business Growth Initiative (SBGI) is a catalytic market-shaping platform led by the National Advisory Board for Impact Investing (NABII) Zambia, in partnership with the Bank of Zambia and supported by GSG Impact. The initiative seeks to expand access to appropriately structured finance for Small and Growing Businesses (SGBs) through a blended architecture comprising two mutually reinforcing components:

- **A Debt Sleeve**, focused on expanding lending to SGBs through a credit guarantee architecture designed to crowd in domestic financial institutions; and
- **An Alternative Capital Sleeve (ACS)**, designed as a catalytic Fund-of-Funds platform that will invest equity, quasi-equity and other forms of flexible capital into local fund managers, financial intermediaries and alternative finance providers that on-lend or invest into Small and Growing Businesses (SGBs) across ACS priority sectors, including agriculture, artisanal and small-scale mining and light manufacturing, aligned with enterprise growth cycles.

NABII Zambia is advancing the design of the ACS with support from the U.S. International Development Finance Corporation (DFC). The DFC-funded workstream is structured around four practical questions, including the demand-side financing needs of artisanal and small-scale mining (ASM), a sector that requires dedicated, specialised technical and industry expertise to scope effectively. A parallel assignment is generating the core agriculture value chain evidence base for the ACS; this assignment is designed to avoid duplicating that work and to fill the priority demand-side evidence gap in ASM specifically.

Market consultations completed to date, spanning eleven alternative capital providers active in Zambia and documented in the Zambia Alternative Capital Sleeve Market Consultation Interim Report, confirm ASM as a sector warranting dedicated attention. Pangaea Securities, which co-founded a critical minerals fund targeting exploration-stage projects, noted that ASM requires aggregation models, formalisation support and tailored due diligence, and that leasing, hybrid financing and quasi-equity instruments are well aligned with the sector's cash flow profile. A pension fund consultation separately flagged ASM as a high-growth sector currently in a boom, citing recent government issuance of some 200 to 300 licences to small-scale miners and significant capital needs concentrated in Zambia's North-Western region, and suggested that a guarantee-anchored ACS window, rather than a direct equity vehicle, is likely to be the appropriate structure for this sector.

To support the finalisation of the ACS design, NABII Zambia is commissioning a rapid, dedicated demand-side scoping of the ASM sector to close this evidence gap and inform ACS structuring, instrument design and intermediary pathways.

2. PURPOSE OF THE ASSIGNMENT

The purpose of this consultancy is to undertake a rapid, dedicated demand-side scoping of Zambia's artisanal and small-scale mining (ASM) sector, applying a practical lens focused on financing needs, enterprise archetypes, sector dynamics, instrument suitability and implications for ACS design, including appropriate financing pathways, intermediary types, TA and ESG requirements.

The assignment will generate practical intelligence required to inform:

- A structured understanding of the ASM value chain, its key actors and its financing points;
- The main ASM enterprise archetypes and their financing needs, including instrument, ticket size, tenor, repayment profile, currency and TA requirements;
- The key sector dynamics and structural barriers affecting ASM, including regulatory, formalisation, ESG, safety, productivity and market access constraints;
- An assessment of whether key constraints sit primarily at enterprise, intermediary or capital supply level;
- An assessment of whether key constraints sit primarily at enterprise, intermediary or capital supply level;
- The financial instruments and delivery pathways best suited to channel ACS capital into the sector;
- Practical implications for ACS design, including potential use of anchor capital, wholesale funding, first-loss capital, risk-sharing, TA or support to new intermediary models, together with relevant ESG requirements.

The assignment is expected to produce actionable insights rather than a comprehensive sector study, given the assignment's rapid implementation window and the need for the consultant's ASM-specific expertise to be applied efficiently.

3. SCOPE OF WORK

The Consultant will work closely with the SBGI Design Team at NABII Zambia to implement a rapid, specialist ASM demand-side diagnostic, given the specialised technical and industry expertise required to scope this sector effectively. The assignment will focus on four core analytical components.

3.1 Sector and Value Chain Mapping

The Consultant shall develop a structured view of the ASM value chain, including its key actors, market linkages, production dynamics and financing points. This will involve:

- Conducting desk research on Zambia's ASM sector, including key commodities, licensing, formalisation status and production trends;
- Mapping of value chain segments and actors, including associations, off-takers, processors, equipment and service providers, and logistics providers active in ASM;
- Assessing key market linkages and how ASM enterprises connect to buyers, processors and downstream markets;
- Identifying the main operational and market bottlenecks affecting enterprises across different parts of the value chain;
- Identifying the key financing constraints affecting each segment of the value chain and where and for what purposes financing is required across the value chain, including working capital, equipment, processing and other growth-related needs.

3.2 Enterprise Analysis and Financing Needs

The Consultant shall identify and assess the financing needs, constraints and enterprise archetypes present within ASM. This will involve:

- Designing practical survey and interview tools suited to the ASM operating context;
- Conducting targeted interviews with ASM enterprises, cooperatives, associations, aggregators and other representative organisations;
- Identifying and segmenting enterprise archetypes across the sector, reflecting differences in scale, formalisation status, business model, value chain position and stage of development;
- Assessing the key barriers different enterprise archetypes face in accessing appropriate finance, including constraints related to collateral, cash flow, documentation, risk perception and investment readiness; and
- Assessing financing needs by enterprise archetype, including instrument, ticket size, tenor, repayment profile, currency and technical assistance requirement, distinguishing between working capital, asset finance, structured growth capital and quasi-equity needs.

3.3 Sector Dynamics and Market Gap Analysis

The Consultant shall assess sector-level trends, market dynamics and structural barriers affecting the suitability of ASM for ACS investment. This will involve:

- Analysing market size, growth trends and drivers, including the recent expansion in small-scale mining licensing;
- Identifying regulatory, formalisation, ESG, safety, productivity and market access barriers affecting enterprise growth and access to finance;
- Assessing whether identified constraints sit at enterprise, intermediary or capital supply level;
- Distinguishing financing constraints that could potentially be addressed through the ACS from barriers requiring policy, regulatory or other non-financial interventions; and
- Translating findings into practical implications for ACS sector prioritisation, financing pathways, instrument design and support requirements.

3.4 Instrument and ACS Pathway Analysis

The Consultant shall identify the financial instruments and delivery pathways most relevant to ASM, and assess how the ACS could support these through intermediaries. The timing and findings of this analysis should be coordinated with the parallel Fund Manager and Financial Intermediary Analysis, recognising that the two workstreams are complementary and that the intermediary analysis may conclude after this assignment. This will involve:

- Mapping financing needs of different ASM enterprise archetypes and value chain segments to suitable instruments and assessing current provision and gaps;
- Assessing current provision of these instruments and identifying material financing gaps;
- Identifying the types of intermediaries best placed to deliver each instrument, including aggregators, guarantee providers, equipment financiers and other relevant alternative finance providers;
- Assessing the readiness and capacity of relevant intermediaries to deploy capital into ASM, and where additional support may be required;
- Assessing the ACS's potential value add through anchor capital, wholesale funding, first-loss capital, risk-sharing, technical assistance or support to new intermediary models;
- Developing practical recommendations on the most relevant financing pathways and instruments for further consideration under the ACS; and
- Identifying technical assistance and ESG requirements associated with ASM investment.

4. METHODOLOGY

Given the rapid execution window, the Consultant should adopt a focused diagnostic methodology, combining:

- Desk review of existing SBGI, government and sector materials relevant to ASM;
- Targeted enterprise interviews with ASM operators, cooperatives and aggregators;
- Consultations with ecosystem stakeholders, including mining associations, the Ministry of Mines and Minerals Development, mining safety and formalisation bodies, and relevant financial institutions;
- Review of existing financing provision to the sector, including relevant instruments, providers and identified gaps; and
- Synthesis of available market intelligence, including the findings already documented in the Zambia Alternative Capital Sleeve Market Consultation Interim Report.

Indicatively, the analysis should include engagement with:

- 5 to 8 ecosystem stakeholders, including mining associations, cooperatives, aggregators, government bodies and development partners, prioritised given the more aggregate, sector-wide understanding they can provide within the assignment's rapid timeframe;
- 15 to 20 ASM enterprises across different production and formalisation stages, with attention to geographic spread, including the Copperbelt and North-Western regions; and
- Selected financial institutions, guarantee providers or investors with existing exposure to the sector.

The Consultant should clearly distinguish evidence gathered through interviews from evidence drawn from desk sources, and should document the consultation and evidence log underpinning the analysis. The methodology should prioritise speed, practicality and actionable insight.

5. EXPECTED DELIVERABLES

The consultant will produce the following deliverables, submitted progressively over the course of the assignment.

Deliverable 1: Inception Note and Workplan

A short note confirming the Consultant's understanding of the assignment, proposed methodology, list of enterprises, associations and stakeholders to be consulted, and a detailed workplan and schedule for the assignment period.

Deliverable 2: ASM Value Chain and Landscape Map

A structured map of the ASM value chain, covering key actors, market linkages, production dynamics and financing points, together with a summary of key actors, bottlenecks and financing points identified through desk research and initial consultations.

Deliverable 3: Enterprise Archetype and Financing Needs Assessment

A summary of enterprise archetypes identified within ASM, a financing needs assessment covering instrument, ticket size, tenor, repayment profile, currency and technical assistance requirements, and a summary of financing gaps and access barriers by archetype.

Deliverable 4: Sector Dynamics and Instrument Alignment Note

A note assessing sector-level trends, market dynamics and structural barriers relevant to ACS investment in ASM, including:

- An assessment of whether key constraints sit at enterprise, intermediary or capital supply level;
- An instrument suitability matrix linking financing needs to relevant instruments;
- An assessment of current financing provision and material gaps;
- Identification of relevant intermediary types and delivery pathways;
- Recommendations on potential ACS value-add and financing pathways; and
- TA, ESG and risk management implications.

Deliverable 5 (Final): ASM Sector Scoping Note

A concise consolidated final report integrating the findings of Deliverables 2 to 4 into a single ASM sector scoping note, presenting

- The key demand-side financing needs and market gaps identified;
- Priority enterprise archetypes, financing instruments and intermediary pathways;
- Evidence-backed implications for ACS sector prioritisation and design; and
- Potential roles for ACS capital and associated TA, ESG and risk-management support.

6. DURATION AND TIMELINE

The consultancy will be implemented over a six-week period, expected to commence on 5 October 2026, following completion of the selection process, and to conclude by 13 November 2026.

Week	Focus	Associated Deliverable
Week 1 (5 to 9 October 2026)	Inception, desk review and value chain mapping.	Deliverable 1; Deliverable 2 (draft)

Week 2 to 3 (12 to 23 October 2026)	Enterprise and stakeholder consultations; enterprise archetype development.	Deliverable 2 (final); Deliverable 3 (draft)
Week 4 (26 to 30 October 2026)	Sector dynamics analysis and instrument alignment.	Deliverable 3 (final); Deliverable 4 (draft)
Week 5 to 6 (2 to 13 November 2026)	Synthesis, validation and finalisation of the consolidated scoping note.	Deliverable 4 (final); Deliverable 5 (final)

Key Milestone:

- Submission of the Final ASM Sector Scoping Note: 13 November 2026.

Payment Schedule

Payments will be linked to the acceptance of deliverables by the SBGI Design Team, as follows:

- 20% upon submission and acceptance of Deliverable 1 (Inception Note and Workplan);
- 30% upon submission and acceptance of Deliverables 2 and 3 (Value Chain Map; Enterprise Archetype and Financing Needs Assessment); and
- 50% upon submission and acceptance of Deliverables 4 and 5 (Sector Dynamics and Instrument Alignment Note; Final ASM Sector Scoping Note).

7. QUALIFICATIONS AND EXPERIENCE

Given the specialised technical and industry expertise required to scope ASM effectively, the ideal consultant or consulting firm should demonstrate:

- Direct working experience in, or advisory experience with, Zambia's artisanal and small-scale mining sector, including familiarity with mining licence categories, formalisation processes and the operating realities of small-scale miners;
- Prior engagement with ASM associations, cooperatives, aggregators or government mining institutions, such as the Ministry of Mines and Minerals Development, the Mines Safety Department or the Zambia Chamber of Mines, in Zambia or comparable Sub-Saharan African markets;
- Experience conducting enterprise-level financing needs assessments or investment diagnostics for SMEs operating in extractives or resource-linked value chains;
- Working knowledge of alternative capital instruments suited to ASM cash flow profiles, including leasing, hybrid financing, quasi-equity structures and guarantee-anchored financing mechanisms;
- Understanding of the ESG, safety, formalisation and productivity constraints specific to artisanal and small-scale mining;
- Strong analytical, synthesis and report-writing skills, with the ability to distil primary field evidence into practical, ACS-relevant design recommendations; and

8. REPORTING ARRANGEMENTS

The Consultant will report to the SBGI Design Team at NABII Zambia and will work closely with the ACS Strategic Oversight lead. The Consultant will participate in an inception meeting and, where useful, a validation session ahead of finalisation of Deliverable 5. All deliverables will be submitted in electronic format, in Word and PDF, with supporting data provided in Excel where applicable. The SBGI Design Team will review each deliverable and provide consolidated feedback within seven working days of receipt; the Consultant will incorporate this feedback into a final version of each deliverable prior to acceptance and payment.

9. APPLICATION GUIDELINES

This consultancy will remain open for two weeks, closing on 18 September 2026. Interested consultants or firms should submit the following to secretariat@nabii.org.zm, clearly indicating in the subject line:

"SBGI ACS ARTISANAL AND SMALL-SCALE MINING (ASM) DEMAND-SIDE SCOPING"

Submissions should include:

- A Technical Proposal outlining the applicant's understanding of the assignment, proposed approach, methodology and work plan;
- A Financial Proposal, including a detailed budget consistent with the assignment's deliverable-based payment schedule;
- A Consultant or Firm Profile, including CVs and evidence of relevant ASM or extractives-sector experience; and
- Examples of similar assignments, publications or comparable sector diagnostics.

This consultancy is open to both individual consultants and consulting firms. Applications will be reviewed following the closing date of 18 September 2026, with a view to the assignment commencing on 5 October 2026.