



Request for Proposals (RFP) Impact Measurement and Management Infrastructure

Issued by: Anza Fund Manager

Date: 16 March 2026

Proposal Submission Deadline: 24 April 2026

1. Introduction and Background

Anza Fund Manager (Anza) is a South African based early-stage venture capital firm focused on investing in scalable, technology driven startups across Southern and East Africa. The firm was founded to address the significant funding gap faced by early-stage entrepreneurs on the continent and to support businesses that can deliver both financial returns and meaningful socio-economic impact.

The fund invests primarily at the seed to early growth stages, targeting companies with strong growth potential and scalable business models. Anza focuses on sectors where technology can unlock structural improvements in African markets, particularly digital technology, food technology, and clean technology.

At Anza, we believe that financial performance and positive impact are mutually reinforcing. To fulfill our commitment to our Limited Partners (LPs) and the communities in which we operate, we require a sophisticated Impact Measurement and Management (IMM) framework. This framework will move beyond simple "reporting" to become a core part of our investment lifecycle, from pre-investment due diligence to post-investment value creation and eventual exit.

2. Objective of the Assignment

The primary objective of this consultancy is to design and support the initial implementation of a robust, practical, and scalable IMM framework that enables Anza to:

- **Systematize Impact Integration:** Embed impact considerations into the entire investment process.
- **Standardize Data Collection:** Establish clear metrics at the portfolio company level that can be aggregated at the fund level.
- **Demonstrate Accountability:** Provide transparent, evidence-based impact reports to investors and stakeholders.
- **Drive Value Creation:** Use impact data to help portfolio companies improve their operational performance and social reach.
- **Ensure Global Alignment:** Align Anza's activities with international standards (e.g., GIIN's IRIS+, Impact Management Project (IMP) norms, and the UN Sustainable Development Goals).

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Directors: A. Verhaeghe | G. Anyetei | M. Kekana | R. Williams | C. Mohale

Anza Fund Manager is a registered FSP (license 53884)



3. Scope of Work

The selected consultant will be expected to execute the following tasks:

Phase I: Discovery and Strategy Alignment

- Review Anza's existing investment thesis, portfolio composition, and internal processes.
- Review existing Theory of change, impact and ESG policies, and identify the necessary gaps. Specify any gaps related to:
 - Organizational capacity and governance
 - Impact strategy
 - ESG Policy design and implementation
 - Monitoring, reporting and transparency
 - M&E metrics and measurement tools
- Agree a high level workplan with the Agri Frontier team outlining the steps required to develop the Impact Measurement and Management framework
- Conduct stakeholder interviews (Fund Managers, select LPs, and Portfolio CEOs) to identify reporting needs and data constraints.

Phase II: Framework Design

- Indicator Selection: Develop a customized catalog of impact indicators aligned with IRIS+ and the SDGs.
- Methodology Development: Define data collection frequencies, baseline established protocols, and verification methods.
- Tool Selection: Recommend or design "lean" data collection tools/templates suitable for early-stage ventures (e.g., surveys, dashboards).

Phase III: Implementation Support & Capacity Building

- Develop an IMM Manual for the Anza investment team.
- Conduct a pilot implementation with 2–3 existing portfolio companies.
- Design a reporting template for annual/quarterly impact statements.



4. Deliverables

The consultant shall submit the following:

Deliverable	Description
Inception Report	Detailed work plan, methodology, and refined timeline.
Updated Theory of Change	Visual and narrative representation of Anza's impact pathways.
IMM Framework Manual	Comprehensive guide covering indicators, data protocols, and roles/responsibilities.
Portfolio Data Tools	Ready-to-use templates (Excel or specialized software) for company-level reporting.
Final Impact Report Template	A professional mockup for LP-facing annual impact reports.

5. Timeline

The assignment is expected to be completed over a maximum period of 14 weeks, commencing on May 18, 2026.

- Kick-off & Discovery: Weeks 1–3
- Draft Framework Submission: Weeks 4-7
- Pilot Testing & Refinement: Weeks 8–11
- Final Delivery & Team Training: Weeks 12-14

6. Proposals

Proposals must include:

- Technical Proposal: * Proposed methodology and approach.
 - Detailed work plan.
 - Profiles of the key personnel/team.
- Experience Portfolio:
 - Summaries of at least three (3) similar assignments.



- Contact information for two (2) professional references.
- Financial Proposal:
 - Breakdown of costs per milestone.

7. Consultant Qualifications and Experience

Qualified candidates (individual consultants or firms) must demonstrate:

- Technical Expertise: Deep knowledge of the Impact Management Project (IMP) dimensions, IRIS+ metrics, and the Operating Principles for Impact Management.
- VC/PE Experience: Proven track record of designing M&E or IMM systems specifically for venture capital or private equity.
- Sector Knowledge: Experience in emerging markets and Anza's core sectors (AgTech, Fintech, etc.).
- Communication: Ability to translate complex data requirements into practical, "founder-friendly" processes.

8. Proposal Submission Guidelines

- Format: Submissions must be in PDF format.
- Subject Line: RFP Submission: IMM Framework – [Consultant Name]
- Email: saskia@anza.holdings and programme@isfa.lu
- Deadline: April 24, 2026, at 17:00 SAST.

