



Terms of Reference – Research consultancy

To undertake a feasibility study for the development of a regional CPS-approach on Syria (as foundation for a CPS-programme in Syria)

Deadline for proposals: 11 July 2025

1. Assignment background

a) Organizational Overview

Pro Peace is a non-profit peacebuilding organization with its Head Office in Germany, which supports people involved in violent conflicts on the path to peace and strives to help overcome war and violence. Pro Peace is currently working with peace consultants in Germany, as well as 12 other countries in Europe, the Middle East and Southeast Asia. Its Academy for Conflict Transformation offers a learning space for professional, international peace work. Through dialogue events, educational work and campaigns, Pro Peace actively advocates civil peace policy. The organization finances its work through public and private grants, donations and membership fees.

Pro Peace is a member of the Civil Peace Service (CPS) – a German government-funded programme that promotes nonviolent conflict resolution by sending trained peace experts to regions affected by crisis and violence. We promote nonviolent transformation of conflicts, especially in war and crisis zones by supporting local partners in areas such as dealing with the past, peace education or environmental peacebuilding. Through our training programmes and fieldwork, Pro Peace helps build long-term structures for peaceful conflict transformation. In the Middle East, Pro Peace has programmes in Lebanon, Iraq, Palestine and Israel as well as Jordan.

b) Scope of Work

As part of the existing Pro Peace Jordan programme, we are exploring the idea to initiate a new programme under the CPS-framework focusing on Syria. After the fall of the Assad regime but with the country and the regional context still evolving dynamically – with shifting political, social, and humanitarian conditions – there is a need to assess the feasibility of a meaningful peacebuilding engagement in Syria.

To inform strategic decision-making, Pro Peace is commissioning a feasibility study to provide a grounded assessment of the current conditions in Syria, relevant peacebuilding needs, and viable entry points for future programming. The study will also take entry points from our Iraq and Lebanon programmes into consideration, as well as Jordan. This study will lay the foundation for designing a contextually appropriate, conflict-sensitive intervention strategy aligned with CPS principles, as well as Pro Peace's resources and strategic goals.

Conducting a field trip to (selected areas in) Syria is highly preferable.

Committed to Peace

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The consultant tasked with conducting this study will work closely with the Pro Peace team in Amman. The study will include:

- A comprehensive conflict- and context analysis, with attention to local political, social, and economic dynamics;
- A stakeholder mapping of relevant local and national actors, including civil society, community-based initiatives, and relevant institutions;
- An assessment of opportunities and risks for engagement;
- Identification of potential strategic entry points for Pro Peace programming;
- An assessment of current capacities, areas of expertise, and thematic focus of Pro Peace teams, including an analysis of the absorptive capacity of the teams within the three programmes. This should include interviews with staff based in Pro Peace offices in Lebanon and Iraq.

Data will be drawn from a combination of desk research conducted by the consultant and key informant interviews (in-person and/or online) with support from the Pro Peace team. The consultant will also be expected to lead a facilitated reflection process (online or in Amman, depending on access and timing) with staff and selected partners to validate findings and discuss implications for programme development.

The final deliverable will be a Feasibility Study Report in English, submitted to the Pro Peace Jordan team. This document will directly inform the next Jordan programme phase.

Additional support for coordination, documentation, and follow-up will be provided by the PMEL and peace advisors in Amman. They will work closely with the consultant throughout the process to ensure alignment with CPS quality standards and to facilitate the integration of findings into strategic planning.

c) The Jordan Programme

The Jordan office in Amman will coordinate this process on behalf of the organization and the Middle East programmes. The Jordan programme started in 2018. Its office in Amman has 11 national and international employees. Operating from Amman, the programme works closely with local civil society organizations (CSOs) in various governorates.

The programme's primary aim is to strengthen the capacity of CSOs to engage in peaceful conflict transformation and to contribute to long-term social cohesion. To achieve this, Pro Peace provides structured training, mentoring, and collaborative project development with its partners. These initiatives focus on enhancing organizational resilience, conflict sensitivity, and community dialogue. Local partner organizations are supported in developing and implementing context-specific peacebuilding initiatives that address local drivers of conflict and promote trust-building at the grassroots level.

In addition to capacity building, Pro Peace also promotes networking and peer exchange among peace actors across the region. The programme facilitates dialogue events, workshops, and thematic collaborations, helping to create a broader ecosystem of practitioners working towards non-violent conflict transformation. Through these efforts, Pro Peace contributes not only to strengthening civil society in Jordan but also to building a more resilient and peaceful regional environment.

2. Duties and Responsibilities

The consultant will be requested to carry out the following activities as part of the feasibility study, envisaged as three phases:

Inception Phase (1 – 15 August 2025)

- Production and presentation of a work plan, draft (travel) agenda and description of proposed methodology (including questionnaire for (semi-)structured interviews), discussed and agreed with Pro Peace Jordan

Study & draft report (16 August – 10 September 2025)

- Review of existing (systemic) country-specific conflict analyses and conducting (in-person or online) key informant interviews to supplement and validate these;
- Review available information with regard to conflict dynamics in Syria, including conflict dimensions and key driving factors.
- Identify key stakeholders (including, but not limited to local CSOs) playing a role in fuelling and/or addressing the sources of tensions in Syria.
- Identify potential opportunities for peacebuilding initiatives and areas of intervention in Syria based on existing expertise, resources and strategic objectives in Pro Peace's programmes in Jordan, Lebanon and Iraq
- Submit first draft of the feasibility report for review by management on 10.09.2025

Final Report (20 September 2025)

The final deliverable will be a Feasibility Study Report in English, submitted to the Pro Peace Jordan team by 20.09.2025.

The report shall contain the following elements:

- Introduction and short description of the applied methodology
- Current context description of Syria, with attention for direct impact of geopolitical developments on the local context
- Visualized Conflict Analysis research
 - Syria specific – as well as regional Key Driving Factors for peace and conflict (general description with bullet points)
 - Prioritized Entry Points, based on Key Driving Factors
- Provide recommendations for the coordination mechanism among the three programmes concerning potential opportunities for peacebuilding initiatives in Syria.
- Annexes, including: Bibliography (desk study), Interview guideline (Key Informant Interviews), Conflict loops (visualization)

3. Qualifications of the Consultant

The ideal candidate possesses:

- Excellent Arabic and English language skills (written and spoken);
- A proven track-record in conducting conflict-related research and utilizing conflict-analysis tools such as Systemic Conflict Analysis (SCA), Reflecting on Peace Practices (RPP), and/or other;
- A solid understanding of conflict dynamics in the Middle East, in particular Syria;
- A good (civil-society) network in and on Syria;

- Preferable: knowledge of the German Civil Peace Service Programme, financed by the Federal Ministry for Economic Development and Cooperation (BMZ).

4. Methodology

The methodology will adhere to the following principles: participatory, cultural and gender sensitivity, committed to building capacities, affirming and positive while being honest and constructively critical, valuing approaches.

5. Budget and Work Plan

Pro Peace has a maximum of €10.000 up to €15.000 (gross, depending on (local) tax regulations) available to cover the entire assignment – including fees, travel, accommodation, etc. Pro Peace will pay for travel in economy class via the most direct and economical route and reimburse the Contractor on the basis of the Federal Travel Costs Law of the German government (Bundesreisekostengesetz).

All applicants have to submit a detailed budget proposal.

Interested applicants are invited to present their own work plan based firstly on the timeline provided above under Paragraph 2, and secondly on the chosen approach (including visits to Syria).

6. Type of Supervision provided

The Country Director of the Jordan Programme, as well as Head of Programme for Jordan will provide supervision. Relevant colleagues working in the Lebanon and Iraq programme will be available for online interviews.

7. Contact Details

Interested applicants can submit their proposal including a CV and one document referring to proposed budget, work plan and methodology (please upload this document on the website in the field “Cover Letter”), **before 11 July 2025** via <https://www.propeace.de/en/jobs>.

If there are any questions regarding the assignment, please don't hesitate to contact Mr Vincent Vrijhoef, Country Director Jordan Programme, via vincent.vrijhoef@propeace.de.