

Terms of Reference (TOR) for Conflict Analysis Workshop and Report

1. Background

For almost two decades forumZFD and GIZ-CPS are operating in the Philippines in the field of peace building and conflict transformation, predominantly in Mindanao. In the last 15 years our collective work is guided by a cross-country strategy which constitutes the framework of the two Civil Peace Service (CPS) agencies independent programs. Via different strategies and interventions both CPS organizations contribute to the following peace vision:

Different identity groups in Mindanao are able to embrace inclusivity in diversity, overcome divisions and contribute in transforming structural violence and social injustices in Philippine society. Marginalized groups have equal and fair access to their rights and are able to realize their needs through nonviolent means. They are able to assert their needs and interests in various political decision-making processes.

forumZFD and GIZ-CPS are currently implementing a cross-country strategy which will end in 2026. Both CPS organizations decided to come up with a follow up cross-country strategy for the period of 2027-2030.

The formulation of our new cross-country strategy will be based on a good understanding of the broader socio-political and historical context of the Philippines and detailed analysis of the multitudes of conflicts particular the ones in Mindanao.

Therefore, a conflict analysis workshop will be held where representatives of the two CPS agencies in the Philippines including some representatives of their partner organizations and possible resource persons will come together and discuss the current conflicts in Mindanao including influencing factors at the national level.

The conflict analysis workshop shall be facilitated by a national consultant.

To this end, forumZFD is looking for a consultant to help facilitate our Conflict Analysis workshop schedule for early March 2026. Out of the conflict analysis workshop, forumZFD is expecting a comprehensive conflict analysis report to guide our strategy development workshop in late March 2026.

2. Objectives of the Work

The overall objective of this consultancy is to design and facilitate a comprehensive conflict analysis workshop and produce a rigorous analytical report that will inform the development of the forthcoming CPS joint country strategy (2027 to 2030). The work should generate a grounded, evidence-based understanding of conflict dynamics in Mindanao while situating these within broader national political, socio-economic, and historical processes.

More specifically, the consultancy aims to:

- Generate a shared and analytically grounded understanding among CPS actors and selected partners regarding contemporary conflict dynamics, peace opportunities, and emerging risks in Mindanao.
- Identify structural drivers, proximate causes, and triggering factors of conflict, including political, economic, social, cultural, environmental, and governance dimensions.
- Map key conflict actors, their interests, relationships, capacities, and influence on peace and conflict trajectories.
- Analyse interaction patterns among conflict drivers using a systemic lens, highlighting reinforcing and balancing dynamics that shape conflict persistence or transformation.
- Integrate gender, human rights, inclusion, and conflict sensitivity perspectives into the analysis to ensure a holistic and equity-informed understanding of conflict realities.
- Produce a high-quality conflict analysis report that offers strategic insights and practical entry points for peacebuilding programming, policy engagement, and partnership development under the next CPS strategy cycle.
- Facilitate reflective dialogue among CPS organisations to strengthen collective strategic coherence, learning, and forward planning based on the analysis.

3. Scope of Work, Outputs and Schedule of Work

In consultation with forumZFD and GIZ-CPS, the consultant will perform the following roles:

- Prepare the workshop design in close coordination with both CPS agencies
- Prepare and conduct interviews with possible experts and summarize these
- Facilitate the workshop including documentation and visualization of important interim results.
- Ensure a gender- and human rights-lens is applied

Expected Final Output:

A complete conflict analysis report which includes

- a. A systemic conflict map (visualization)
- b. A description of driving and key driving factors for conflict and peace
- c. A description of the interaction of these conflict factors (reinforcing/balancing loop)
- d. A description of key actors referring to the conflict map

It is also expected that the consult will participate in conflict analysis sharing session during CPS organisations' strategy development workshop.

4. Expected Timeframe (to deliver this work)

SN	Deliverables	Deadline
1	Review existing Systemic Conflict Analysis, CPS-Strategy and other relevant documents - 1 day	Late February
2.	Develop an inception report, including workshop plan and agenda highlighting methodologies for the conflict analysis - 0.5 day	Late February
3.	Facilitate a 5-day conflict analysis workshop - 5-day	Early March
4.	Conduct interviews and FGDs with relevant stakeholders, where required - 1 day	Early March
5.	Produce and finalise a comprehensive conflict analysis report - 2.5-day	Mid-March
	Participate in CPS-Joint Country Strategy Development Workshop - 2-day	23-24 March 2026

The report should be written in English and should be around 20-25 pages (Times New Roman, font size 12, single space). To complement the full report, the document should be accompanied by tools and plan for the workshop and analysis, list of literature reviewed, list of interview respondents and reference list. The full report should be submitted electronically in a MS-Word document.

Reference in APA format will be cited after each important facts and figures. Completed checklists, methodology and plan and photos have to be submitted to forumZFD.

Both CPS organisations will closely work with the consultant and will provide the necessary feedback upon receiving the report.

5. Qualification Requirement

a) Education

- Advance Degree in social or political science, or any other related field. Peace and conflict related degree is a plus.

b) Experience

- Five years' experience working with INGOs, NGOs or government in the field of peace and conflict and facilitating conflict analysis workshops in the Philippines.
- Profound knowledge in conflict transformation and especially in analyzing social-political contexts as well as conflict settings (including driving factors for conflict and peace, key actors, peacebuilding needs)
- Profound knowledge of Mindanao context
- Excellent understanding of systemic conflict analysis
- Experience in designing and facilitation of participatory workshops including conflict analysis
- Sound understanding of gender, human rights, and conflict
- Proven report writing skills
- Advance Degree in social or political science, or any other related field. Peace and conflict related degree is a plus
- Excellent understanding of filipino socio-political and historical context including the different conflicts in Mindanao

c) Language

- Fluency in English, Bisaya and Tagalog.
- Ability to write high quality report in English.

d) Others

- Demonstrated experience in research, report writing and analysis design, applied survey and research;
- Proven capacity for analysing and synthetizing comprehensive information and technical data;

- Ability to guarantee effective and timely outputs;
- Good communications skill for public presentations;
- Ability to work on own initiative and collaboratively as part of a diverse team and manage a varied workload;
- Self-motivated, flexible and adaptable to the needs of the team and organization
- Strong commitment to support/develop capacity of national staff and developing second layer of leadership;
- Excellent presentation skills.
- Ability to work under pressure, meet deadlines and handle multiple tasks simultaneously.

6. Management/Reporting

The successful candidate will report to the assigned senior staff of forumZFD and GIZ-CPS.

Please send your application letter, curriculum vitae including references and photo (any size) via email to: Hope Abayon, abayon@forumzfd.de

The subject title of the Email should be “Application: Conflict Analysis Consultancy”.

The deadline for applications is the **23rd February 2026**. The applicants will be assessed on rolling basis. Only shortlisted applicants will be notified via email and / or phone and will be scheduled for a written test and an interview. The applications will be reviewed on a rolling basis.

Format for CV

Picture, anographics (name, surname, date of birth, place of birth and current place of residence), educational background, work experience. We recommend to keep it simple and clear, evidencing your experience, especially according to the requirements. It will be processed by international staff that might be not familiar with all local institutions, include appropriate clarification needed for a foreign reader.