



**Terms of Reference for a Consultancy Assignment**

**Approval No:**

**Confidential: Yes/No**

This document forms Schedule 1 of the Consultant's Agreement.

Assignment Title: <b>Provision of Comprehensive Conflict Analysis</b>
Consultant's Name:
Location of Assignment: eastern DRC
Partner's Name: <b>N/A</b>
Cluster Lead's Name: <b>Douwe Djikra</b>
Does this assignment require the consultant to have either one-to-one contact, regular or frequent contact with children or young people under the age of 18? <span style="float: right;">Yes</span>

Please note: A DBS/police check is required when a consultant has either one-to-one contact, regular or frequent contact with children and/or young people in the course of their assignment.

**TOTAL BUDGET**

This budget is the total available for the year and would need to support the priority countries across all clusters.

Ledger Code:	Fund Code:
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Description	£ GBP
International Travel Budget (supports international travel including visas etc.)	
National Travel Budget	
Consultancy fees (XX days @ / day)	
Daily Stipend (e.g. Airtime/Internet) @ USD \$50	

Accommodation and meals	
Administration	
Travel Insurance	
Medical	
Equipment – research tools	
Enumerators and/or translators (if applicable)	
Total	

**Notes:**

- Be sure to engage with the relevant Technical Advisor as appropriate.
- If the consultant charges VAT, ensure that this is included for all costs claimed by the consultant.
- Any individual consultancy agreement fee worth over £10,000 in total that is commissioned by anybody within the International Group must be signed by the International Director or International Operations Director.

**BACKGROUND**

Tearfund identified Fragile States as one of its three corporate priorities with the intention of scaling up its investment and impact in fragile states. The goal is to see communities and individuals in fragile states mobilised to work together across social divides to address the root causes of conflict, restore broken relationships and respond to crises. A key part of this response is to build and sustain peacebuilding capacity across our priority fragile states.

In order to meet this goal, there is a need to build and share a deep and wide understanding of the context in its complexity. This will mean identifying issues in their unstoppable changing dynamic and having a clear picture of inter-relating factors and conflict history in its long-time line in a defined space.

DRC is one of the countries whose people have experienced historical harm at all levels. The deep-rooted structural violence has caused secondary violence which affects individuals, communities and the political socio-economic system in general and throughout history. Understanding the impact of the historical harm and identifying the fragility resulting from it will lead Tearfund and various partners to design strategic responses that empower individuals, communities and institutions and build capacity that mitigate the impact of fragility.

In its goal to end poverty and restore relationships, Tearfund has been delivering various responses in DRC for a number of years, and wants to conduct a comprehensive conflict analysis to ensure that a deeper and wider understanding of the drivers of fragility and capacities for a sustainable and just peace shape the organisation’s strategic responses.

This new effort is rooted in the understanding that effective conflict analysis, though time consuming and even dangerous in some contexts, provides a comprehensive picture of the violent conflict and context as Tearfund sees fragility through a violent conflict lens. In addition to that, the analysis will help identify opportunities for a harmonized and strategic peacebuilding response as a way of building capacity of individuals, communities and institutions.

This conflict analysis is therefore a research process that involves basic and advanced interactive exercises to map out the factors driving the conflict or preventing a just peace as well as those that support peace and counter ongoing violence.

Factors driving conflict are varied and include stakeholders, their means, motivations, and core grievances. They also consist of issues and driving factors as well as those arising from the local context. Given the history of violent conflict, windows of fragility are also to be identified as well as factors mitigating violent conflict. This will include stakeholders, local traditions, values along with institutions that support peace, resiliency and build social capital. This thorough analysis will also assess possible windows of opportunity and the drivers of change.

The deeper understanding provided through this analysis will enable DRC to design an integrative plan that links its responses on the ground. These responses currently include humanitarian, development, gender-based and faith-based approaches but are not always as integrated or mutually supporting as they could be. Mapping these interventions out against the identified drivers and capacities for peace (including a gender and youth-sensitive perspective) will help highlight possible opportunities for more effective work both in and on conflict.

## **PURPOSE**

Produce a comprehensive conflict analysis of the intractability of fragility within eastern DRC at individual, community, regional and international levels in order to inform Tearfund's approach to addressing the root causes of fragility within the country; ensuring the programme is responding to build the capacity of individuals, communities and the region.

## **Specific Objectives**

1. Conduct a literature review from existing conflict analyses related to eastern DRC, summarising the key themes and issues at the individual, community, regional and international levels.
2. Conduct interviews with key stakeholders in DRC or outside of DRC who have influence and experience in involvement in political/economic/social change at all levels to identify the key violent conflict drivers and capacities for peace at each level.
3. Analytically articulate the findings based on key conflict analysis questions such as WHAT, WHO, HOW, WHEN and WHY.
4. Provide clear recommendations and suggestions for Tearfund responses based on findings.

## **CONSIDERED LEVELS OF ANALYSIS.**

- Community level (Key Informants, Focus Groups...)
- Regional level
- International level: External actors who are highly involved in the DRC context

## **METHODOLOGY**

- Literature review on work that has been already done on DRC and specifically on eastern DRC (Ituri, North Kivu and South Kivu provinces)
- A review of helpful tools and resources already developed by Tearfund available on the websites, including the DRC country strategy, Tearfund's Fragile States paper, World Vision's 'Making Sense of Turbulent Contexts' and so on
- Interviews with key informants and enough actors in peacebuilding at all levels inside and outside the DRC
- Focus group discussions
- Interpretative analysis from explanatory theories resulting from findings from the research using available tools in the peacebuilding field

## **CONSULTANT SUITABILITY**

### **Requirements:**

- Graduate degree in Peace and Conflict Studies
- Significant experience in conducting research on Peace and Conflict
- Significant experience in doing research in violent conflict contexts
- Comfortable in working on complex topics
- Demonstrates a sense of dedication in Peace and Conflict-related work
- Fluency in written and spoken English and French
- A natural and proven networker and connector
- Excellent communicator, apt at interactive skills
- Willing to spend time being hosted with organisations as well as with other faith groups
- Good analytical skills and communication skills, written and oral
- Good interpersonal communication and team-working skills

## **MANAGEMENT OF CONSULTANCY**

The consultancy task is commissioned by Jean Claude Nkundwa (Fragile States Advisor) and Hebdavi Muhindo, the Tearfund DRC Country Director (who will also be the point of contact).

The consultant will be managed by the DRC Country Director and Jean Claude Nkundwa, the Fragile States Advisor. The precise details of tasking and reporting will be worked out and confirmed by the two while management will be in the hands of the country programme.

Responsibility for practical arrangements such as logistics and administration will lie with the country program.

## **EXPECTED OUTPUTS**

- A verbal presentation and discussion on the findings of the report supported by visual aids (half a day, including discussion)
- A written report that answers the key questions and provides an audit trail for the findings

## **REQUIRED INPUTS**

Logistical support from country and cluster offices for consultant and cluster staff travel, accommodation, visa application administration and a TOR from DRC.

## **OTHER INFORMATION**

The consultant must have experience and be able to find and use highly advanced tools in the analysis and be able to present the findings in an easy way.