

Terms of Reference (TOR) for a short-term consultancy in Gaza

I) Overview:

1. **Type of Contract:** Short-term consultancy contract
2. **Type of Assignment/Study:** Supplementation of data and co-editing of project-design informing resilience analysis with peace and conflict analysis (PCA) and gender analysis
3. **Location:** Gaza Strip (North Gaza, Gaza City, Middle Area, Khan Younis)
4. **Contractor:** Christian Blind Mission (CBM) is an international nongovernmental development organisation, committed to improving the quality of life of persons with disabilities in the poorest communities of the world irrespective of ethnicity, gender or religious belief. For more information please visit: [CBM Christian Blind Mission](#)
5. **Assignment/Study Purpose:** CBM International is applying for institutional funding from BMZ - Federal Ministry for Economic Cooperation and Development, Germany. The funding instrument Transitional Development Assistance (TDA) requires an integrated **resilience analysis** to be carried out before the project begins, so that the results can be incorporated into project planning. This includes three parts:
 - a Peace and Conflict Analysis (PCA) focusing on the local and community level / social cohesion
 - a Gender Analysis
 - a Resilience Capacity Assessment based on BMZ scoping questions and formats

For this purpose, CBM is looking for **an (inter-) national consultancy team (based inside or outside Gaza) or individual consultant** to collect specific targeted qualitative and quantitative data and produce a comprehensive report showcasing the results. Preference will be given to teams who include at least one team member who identifies as person with disability, to carry out the research assignment.

The consultant is expected to **contribute** pre-defined **elements and data to the study**, rather than conducting the full study. Please refer to **Sections III) 8. – 10. as well as Annex 1** for a detailed outline of the assignment scope and deliverables.

II) Background Information (project):

1. **Project Title:** Build Back Better: Strengthening inclusive services and systems for improved resilience of persons with disabilities, at risk groups and war affected communities in Gaza



2. Planned Duration: 1 April 2027 to 31 August 2030 (40 months)

3. Geographic Scope: Gaza Strip: North Gaza, Gaza City, Middle Area (Nuseirat, Bureij, Maghazi, Deir Al-Balah), Khan Younis.

4. Project objective: To strengthen the long-term resilience, dignity, and self-reliance of crisis-affected communities in the Gaza Strip including persons with disabilities, women, and children, through inclusive recovery, accessible essential services, and strengthened local community structures.

5. Project Results:

- **Result 1:** Crisis-affected persons with disabilities and vulnerable households have improved, equitable, and sustained access to inclusive responses and community-based support systems.
- **Result 2:** Local civil society organizations, community mechanisms, and service providers demonstrate enhanced capacity to deliver disability-inclusive, gender-responsive, and crisis-resilient services.
- **Result 3:** Persons with disabilities and their families meaningfully participate in community recovery, decision-making, and social cohesion initiatives that promote peaceful and inclusive coexistence.

6. Local Partner Structure:

The project will be implemented by a lead local Organisation with People with Disabilities (OPD) in collaboration with several local community-based organisations.

7. Target Groups:

- Primary target groups: persons with disabilities, including persons with newly acquired impairments; crisis-affected families and caregivers; women, girls and female-headed households; children and youth affected by war and displacement; at-risk households exposed to protection and livelihood risks.
- Secondary target groups and structures: community-based organisations (CBOs); Organisations of Persons with Disabilities (OPDs); local rehabilitation and service providers; community committees and local structures.

III) Assignment Objective:

8. Objective of the consultancy:

The consultant is expected to **contribute** to an integrated **resilience analysis** that includes:

- a Peace and Conflict Analysis focusing on social cohesion on the local/community level (community conflict drivers, power dynamics; peacebuilding capacities and impact on marginalized groups)
- a Risk and Crisis Analysis;
- a Gender and Inclusion Analysis; and
- a mapping of resilience capacities (absorptive, adaptive, and transformative) at individual, household, and community levels.

The analysis should inform the project's Theory of Change, enhance contextual understanding, and provide practical recommendations to strengthen disability-inclusive, conflict-sensitive, and gender-responsive programming.

The exact scope of the consultant's contribution in the context of the overarching CBM Resilience Study, including the specific data gaps expected to be filled by the Consultant, is explained in detail in Annex 1: CBM Resilience Study Outline.

9. Scope of Work:

The consultant/consultancy team will:

- Work with an available **CBM desk review (see Annex 2)** to contribute relevant narrative sections to the **CBM Resilience Study Outline (see Annex 1 for specific details)**.
- **Gather specific primary data** through Key Informant Interviews (KIs) and – where applicable and feasible – select Focus Group Discussions (FGDs) on questions of social cohesion/community relations, aid/intervention perception, acute/latent conflict lines among the target population. **The primary data gaps and questions to be answered are highlighted in Annex 1: CBM Resilience Study Outline.**
- Map risks to the project design and personnel on the ground (risk matrix – **see Annex 1**).
- Disaggregate findings by gender, disability, age, displacement status (IDPs/returnees), and location;
- Identify do-no-harm considerations and unintended negative effects of the project design.
- Provide clear recommendations for strengthening project resilience and inclusiveness.
- Formulate relevant recommendations informing further project design based on these findings.

10. Deliverables:

- Brief Inception Report with a work plan of 10 – 12 working days
- Risk Matrix highlighting the most relevant risks for data collection and research
- **(1) Draft report by the consultant** (max. 10 pages + annexes) presenting the methodology, approach and **results of primary data collection**, in English. Please refer to Annex 1 for details on the type of primary data to be gathered.
- **(2) Draft report corresponding to the highlighted sections in the provided template** (max. 10–12 pages + annexes) and based on the **available secondary sources provided by CBM**, in English. Please refer to Annex 1 for details on the sections to be delivered based on available desk review.
- Final version of both reports incorporating feedback from CBM and partners
- 2-pager Executive Summary/Findings in English;
- Capitalization workshop i(online or hybrid format), ideally taking place in the week of August 3rd – 7th, 2026.

11. Methodology:

- Desk review of project documentation (logframe, baseline, activity plans);
- Review of available desk study of relevant available studies, analyses, reviews. CBM will supply this material.
- Key Informant Interviews (KII) with implementing partners, local gov. stakeholders, NGO workers;
- Focus group discussions (as feasible/required) with persons with disabilities, caregivers, and OPDs;

12. Timeline:

This assignment should be carried out within **10-12 working days between 20 July – 9 August 2026**.

13. Application Requirements:

- Academic degree in social/political sciences, anthropology, peace and conflict studies, development cooperation, humanitarian aid or similar subjects relevant to the study
- Solid contextual knowledge of disability rights and inclusion frameworks in Gaza
- Proficiency in both English and Arabic is mandatory. The report is to be delivered in English.
- Demonstrated experience working in the Gaza Strip and/or the Palestinian Territory, with strong understanding of the current humanitarian, political, social, and operational

context, including displacement dynamics, protection risks, disability inclusion, recovery challenges, and humanitarian access constraints.

- Work experience/completed reference projects in the NGO sector with similar analyses and assessments.

14. How to apply:

please submit the following documents **via E-mail** to: rami.inkheili@cbm.org; magdalena.males@cbm.org; **by 5 July 2026:**

- **CVs** of lead consultant and (where applicable) team members
- **Short concept** including timeline and workplan
- **Financial offer** (including expert days and any related costs, such as travel costs, accommodation, communication and translation of report)
- At least **two reading samples** of comparable assignments/studies completed in the last five years (preferably related to resilience analysis, conflict analysis, disability inclusion, social cohesion, localization, or humanitarian programming)

15. Annexes:

- **Annex 1:** CBM Resilience Study Outline with Consultancy Guidance
- **Annex 2:** Bibliography of Relevant Secondary Sources