

## TERMS OF REFERENCE – Syria Field Experts Roster (Qualitative Research & Evaluation)

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### Organizational Background

Peace Paradigms Org. (PPO) is a private consulting company, based in Iraq, established to deliver context-specific solutions for peacebuilding actors to achieve holistic and effective conflict mitigation and prevention efforts.

Our work is guided by three core values:

**NEUTRALITY:** The path towards positive peace is a collective one. We do not side with any actor or agenda and believe the unbiased inclusion of all actors is key to build peace. We trust that all parties to conflict can become peace actors.

**ADAPTABILITY:** In ever-changing contexts altered by complex dynamics, there is no “one size fits all”. To improve the relevance and the effectiveness of peacebuilding efforts, we believe that community and policy responses need to be driven and informed by localized realities.

**HARMONY:** The journey to peace needs to be reflective of its end goal. We work collaboratively by bringing together all relevant stakeholders and harmonize peacebuilding efforts with the community needs in order to achieve long-standing societal agreement, wellbeing and ability to coexist by choice.

### Purpose

We are expanding our **pool of experts in Syria** to strengthen our readiness for upcoming projects, by establishing a roster of field-based experts in Syria with demonstrated **experience in qualitative data collection**, including key informant interviews, focus group discussions, and observation-based fieldwork. These experts may be mobilized for short-term assignments under research, monitoring, and evaluation projects.

## Scope of Work

Experts on the roster may be called upon to:

- Conduct in-person interviews and Focus Group Discussions with diverse stakeholders in various locations in Syria
- Collect and document qualitative data in a conflict-sensitive manner
- Liaise with project managers and lead researchers to ensure quality and timely data collection
- Provide field insights to support analysis, reporting, and context interpretation

## Key Qualifications & Skills

We are looking for professionals who meet the following criteria:

- Proven experience in **qualitative field research, monitoring, or evaluation**
- Strong understanding of **ethical fieldwork in sensitive contexts**
- Experience or demonstrated knowledge in at least one of the following thematic areas:
  - **Good governance** in post-conflict settings
  - **Social cohesion** and local peacebuilding
  - **Civil society engagement**
  - **Conflict transformation or resolution**
- Excellent **interpersonal skills**, including the ability to engage with a range of diverse local actors
- **Fluency in Arabic**; working knowledge of English is an asset
- **Based in Syria** and able to travel within the country.

## How to Apply

To express your interest in joining our roster, please send **your CV and a brief cover email** highlighting your relevant experience, including your location in Syria and availability.

Send applications to: [jobs@ppo-iq.org](mailto:jobs@ppo-iq.org)

**Deadline: May 14, 2025.**

*Only shortlisted candidates will be contacted.*