

Terms of Reference

Expert Consultant in Conflict-Sensitive Programming for the BRAVE Programme: Breaking Barriers, Building Equality

About Plan International

Plan International is a children's rights and humanitarian organisation that improves the lives of the most vulnerable children, especially girls. Plan International strives for a just world where the rights of all children are fulfilled. Politically and religiously neutral, Plan International was founded in 1937 and began its activities in Finland in 1998. Plan International works in more than 80 countries.

Background

Children, adolescents, and youth (CAY) make up most of the world's population, yet their rights are often denied. Young people, especially girls, are frequently excluded from decision-making processes that affect their lives. **The BRAVE Programme: Breaking Barriers, Building Equality (BRAVE)** empowers children, adolescents, and youth to make informed decisions about their futures and have control over their bodies in communities where they are safe and supported. BRAVE addresses both **immediate humanitarian needs and long-term development goals**. It targets children, adolescents and youth in vulnerable positions, including those with disabilities, strengthening their SRHR and employment skills and ensuring that they have their most urgent needs met. Founded on humanitarian principles and a gender transformative approach, BRAVE tackles gender inequality and exclusion. BRAVE collaborates with civil society, including youth-led organisations and organisations of persons with disabilities, local and national governments, and private sector actors. The programme is based on a vibrant civil society that holds duty-bearers accountable to girls' rights. It strengthens civil society organisations and community-based organisations and supports women and youth-led movements to challenge power structures and promote social and gender norm change towards gender equality and inclusion. BRAVE builds resilient, inclusive communities that address multiple forms of inequality and climate crisis.

Nexus thinking in BRAVE: Although PI is not a peacebuilding organisation, PI's work contributes to more peaceful and just societies, especially at the local level. BRAVE's efforts in changing gender norms, strengthening the agency of girls and young women, and transforming masculinities are crucial for conflict transformation. BRAVE targets communities in military regimes and conflict zones by contextualising SRHR programme models and using locally developed innovative methods in challenging contexts (Myanmar, Ethiopia). All projects will conduct a **conflict sensitivity analysis at inception** to ensure conflict-sensitive planning and avoid increasing tensions. The purpose of the assessment is to make sure that PI and partners, through their

presence, programme and processes, are “conflict sensitive.” Ultimately, conflict-sensitivity in BRAVE means that the programme avoids increasing existing tensions or creating new ones while attempting to address factors that deepen fragility, cause conflict or drive violence. Assessment of presence, programme and processes in the local conflict landscape helps the BRAVE to mitigate risks and ensure conflict-sensitivity. While BRAVE includes both development cooperation and humanitarian assistance projects, the scope of this assignment covers only five development cooperation projects under the programme.

Objectives of the assignment

We seek a conflict-sensitive programming expert to advise on and support conflict-sensitivity analyses for development cooperation projects under the BRAVE programme in Ethiopia, Mozambique, Myanmar, Uganda, and Zimbabwe.

The expert selected for this task will serve as a technical advisor to Plan International Finland, Plan International Country Offices, and project partners in conducting project-level conflict sensitivity analyses and will strengthen the quality and relevance of these analyses in the context of gender-transformative programming that advances adolescent SRHR.

Specific objective: Provide expert advice and technical support in preparation, conduct and reporting of project-level conflict sensitivity analyses in five projects under the BRAVE programme.

The purpose of the light touch analysis is to inform the finalisation of project plans and to increase awareness of the importance of conflict sensitivity among implementing organisations. The focused analysis should be easy for Plan International Country Offices and partners to undertake without prior knowledge of conflict sensitive programming, and it should not take more than 1–2 days to complete.

Proposed approach and methods

According to the jointly agreed work plan, we expect the conflict sensitivity expert to:

1. Review the **draft guidance** developed based on Plan International’s conflict sensitivity analysis and suggest improvements and additions to ensure the guidance is clear, concise, and user-friendly and ready to use at the country level with Plan International Country Offices and project partners.
2. After consultation with Plan International Finland, finalise the guidance and, based on the agreed guidance, methods and templates for reporting, **train country teams** to conduct the conflict sensitivity analysis at the project level.
3. **Review the five project-level conflict sensitivity analyses reports** and suggest where reports need clarity or further information.
4. After consultation with Plan International Finland and Plan International Country Offices, support the finalisation of **the five country-level analysis reports** and produce a short **two-page programme-level summary** on the key findings.

The engagement in the programme is estimated to be 10 consultant days, from April to early May 2026. No travel is required; all tasks are home-based.

Key deliverables

- Workplan for the assignment agreed with Plan International Finland after the onboarding meeting (1/2 day)

- Draft and final guidance for the conduct of the conflict sensitivity analysis, including proposed methods and templates for data collection and reporting (**1 1/2 days**, starting from the existing draft provided by Plan International Finland in the onboarding meeting).
- Training of country teams based on the agreed guidance (**2 days**, two ½ day online trainings in different time zones, and one day for the preparation).
- Comments on five conflict analysis reports sent by Plan International Country Offices (**5 days**, including consultations with Plan International Country Offices and Plan International Finland).
- Final reports (based on the inputs received from Country Offices), and 2 pages summary at the programme level. (**1 day**).

Ethics and safeguarding

- The consultant selected for the task must adhere to Plan International's Global Policy: Safeguarding Children and Young People.
- By tendering, participating in a tender, cooperating or taking part in a programme under contract with Plan International Finland, the consultant selected for the task declares its commitment to the prohibition of collaboration with parties subject to sanctions imposed by the EU or the UN, to fund-freezing decisions made by Finnish authorities, or to any other applicable restrictions. The service provider warrants that it or its circle of beneficiaries is not subject to sanctions imposed by the European Union, the United Nations (UN) or asset-freezing decisions imposed by Finnish authorities. The supplier must independently ensure that the funds are not used in violation of applicable international sanctions.
- The tender can be rejected or the agreement can be terminated with immediate effect if the service provider is encumbered by a mandatory or discretionary exclusion criterion referred to in Finnish or EU legislation on public procurement or a sanction imposed by the European Union or the United Nations. The tender can also be rejected or the agreement terminated if the agreement arrangements or the implementation of the agreement involve bribery or corresponding unlawful activity.

Timeline

This is a 10-day assignment scheduled to start in Mid-April 2026 and be completed by the end of the second week of May 2026. The day-to-day manager and primary contact for the task will be Katja Pellini at katja.pellini@plan-international.org.

Required capacities

We seek an Expert Consultant in conflict-sensitive programming, with a focus on promoting the rights of children, adolescents, and youth in fragile or conflict-affected settings. A minimum level of prior experience supporting **gender-transformative** programming at the intersections of ASRHR is required.

Previous work assignments or partnerships with Plan International are a plus.

Preferably, we seek a senior consultant with the following competencies:

- **Master's degree** (or higher) in: Peace and Conflict Studies, International Development Gender Studies, Humanitarian Affairs, Public Health (with SRHR focus), or a related field,

- **Minimum 7–10 years of professional experience in providing advisory or consultant services** in complex nexus contexts for INGOs, UN agencies, and bilateral donors and/or Civil society or local women's rights organisations,
- **Technical competencies in conflict sensitivity and peace building**, integrating conflict-sensitive approaches into sectoral programmes (health, education, livelihoods, climate adaptation, governance, etc.),
- **Proven track record of the conduct of project-level conflict sensitivity analyses**, including context analysis, actor mapping, Do No Harm assessments and scenario planning,
- **Demonstrated experience designing or advising gender-transformative programming**, with a deep understanding of gender norms, power dynamics, disability inclusion, diverse SOGIESC inclusion and structural inequalities, and the ability to apply tools such as gender power analysis, intersectional feminist approaches and safeguarding and PSEA standards, and
- **Background in SRHR programming** in development and/or humanitarian settings, with knowledge of Comprehensive sexuality education, Maternal and reproductive health services, Adolescent SRHR, Trauma-informed approaches, Rights-based approaches and international standards.

All consultants applying must have advanced English proficiency. Other languages spoken in the countries listed above are a plus.

How to apply?

Interested consultants must submit a Cover Letter, a CV, and an all-inclusive daily rate for the task described above. Applications are submitted to katja.pellini@plan-international.org.

Deadline for applications 25.3.2026 Enquiries and further information: katja.pellini@plan-international.org