

Feasibility Study Consultant

Terms of Reference

Service	Feasibility Study	Start Date	February 2026
Sector	Livelihoods Education MHPSS Peacebuilding	Duration	Till 8th March 2026
Location	Home-based (Syria) + Aleppo (Syria)	Travel Required	Yes
Total LOE	35 days	Deadline to Apply	15th January 2026

Background

Integrity Consulting is seeking qualified consultants for a feasibility study in Syria, commissioned by our client, an international humanitarian and development organisation. The client has been working in humanitarian assistance and development cooperation for over three decades, supporting vulnerable communities across multiple regions.

The study will inform a proposed project aimed at supporting the sustainable rebuilding of post-conflict Aleppo city through a multi-sector, evidence-informed, and coordinated approach targeting vulnerable groups—particularly women, youth, displaced people, and returnees.

Purpose

The feasibility study will provide the client with a solid foundation for developing a complete project proposal in accordance with OECD/DAC evaluation criteria (relevance, coherence, effectiveness, efficiency, impact, sustainability). The study will critically review the planned intervention across three interlinked components:

- **Livelihoods & Economic Recovery:** Climate-resilient skills, women-led cooperatives, vocational training, small business grants
- **SEL & MHPSS in Education:** School rehabilitation, Social-Emotional Learning, Mental Health & Psychosocial Support, teacher capacity building
- **Social Cohesion & Peacebuilding:** Women-led peace groups, youth-led recovery initiatives, inter-community reconciliation

Scope of Work

The scope of work will include:

- Review of existing policies, government strategies, and relevant studies
- Assessment of implementing partner's institutional, technical, and financial capacities
- Stakeholder consultations and target group analysis
- Field mission to Aleppo for primary data collection (5 days)
- Critical review of project design against OECD/DAC criteria
- Development of LogFrame with SMART indicators, risk analysis, and Do-no-harm assessment

Team Structure & Level of Effort

The feasibility study will be conducted by a team of consultants with complementary expertise. The proposed team structure and estimated level of effort (LOE) are as follows:

Proposed Team Composition

Team Leader / Senior Feasibility Study Expert
<i>Over all study coordination, methodology, OECD/DAC assessment, report consolidation</i>



Livelihoods & Economic Recovery Specialist	Education / SEL / MHPSS Specialist	Social Cohesion & Peacebuilding Specialist
<i>Component 1</i>	<i>Component 2</i>	<i>Component 3</i>

Position	LOE (Days)	Key Responsibilities
Team Leader/Senior Feasibility Study Expert	12 (5 days field mission + 7 days home-based)	Overall study design, methodology, quality assurance, stakeholder engagement, report writing and finalization
Livelihoods & Economic Recovery Specialist	8 (5 days field mission + 3 days home-based)	Component 1 assessment, labor market analysis, vocational training needs, contributing to report sections
Education / SEL / MHPSS Specialist	8 (5 days field mission + 3 days home-based)	Component 2 assessment, education sector analysis, SEL/MHPSS programming, contributing to report sections
Social Cohesion & Peacebuilding Specialist	7 (5 days field mission + 2 days home-based)	Component 3 assessment, conflict analysis, gender mainstreaming, Do-no-harm inputs
TOTAL	35	

1. Team Leader / Senior Feasibility Study Expert (12 days)

Key Responsibilities

- Lead the overall feasibility study design and methodology development
- Develop and finalize the inception report and workplan
- Lead coordination with client and local implementing partner
- Conduct key informant interviews with strategic stakeholders
- Ensure quality assurance across all study activities
- Lead data analysis and synthesis of findings using OECD/DAC criteria
- Develop LogFrame with SMART indicators
- Write and finalize the draft and final feasibility study reports

Requirements

- Minimum 7 years of experience in humanitarian/development programme evaluation
- Proven expertise in feasibility studies and OECD/DAC evaluation criteria
- Experience with international development-funded projects (desirable)
- Professional familiarity with Syria and the MENA region
- Fluency in English and Arabic (written and spoken)
- Master's degree in social sciences, international development, or related field

2. Livelihoods & Economic Recovery Specialist (8 days)

Key Responsibilities

- Assess local labor market, economic opportunities, and climate-resilient livelihood options
- Evaluate vocational training needs and women-led cooperative potential
- Conduct stakeholder interviews with economic actors, cooperatives, training providers
- Draft Component 1 analysis and recommendations

Requirements

- Minimum 5 years of experience in livelihoods/economic recovery programming
- Experience with vocational training and women's economic empowerment
- Knowledge of climate-resilient livelihoods approaches
- Fluency in English and Arabic

3. Education / SEL / MHPSS Specialist (8 days)

Key Responsibilities

- Assess education sector needs, school infrastructure, and teacher capacity gaps
- Evaluate SEL and MHPSS programming requirements for primary schools
- Conduct stakeholder interviews with education authorities, schools, teachers, parents
- Draft Component 2 analysis and recommendations

Requirements

- Minimum 5 years of experience in education in emergencies or SEL/MHPSS programming
- Experience with teacher training and school-based psychosocial support
- Knowledge of child protection standards
- Fluency in English and Arabic

4. Social Cohesion & Peacebuilding Specialist (7 days)

Key Responsibilities

- Assess social cohesion dynamics, inter-community tensions, and reconciliation needs
- Evaluate potential for women-led peace groups and youth-led recovery initiatives
- Conduct stakeholder interviews with community leaders, women's groups, youth organizations
- Draft Component 3 analysis, gender mainstreaming section, and Do-no-harm inputs

Requirements

- Minimum 5 years of experience in peacebuilding/social cohesion programming
- Experience with conflict sensitivity and Do-no-harm approaches
- Knowledge of women in peacebuilding and youth engagement
- Fluency in English and Arabic

Deliverables and Timeline

Inception Report & Workplan: Outlining methodology, data collection tools, and detailed workplan – by 8th February 2026

Executive Summary: Summary of key preliminary findings – by 28th February 2026

Draft Feasibility Report: Comprehensive report (max. 30 pages) including LogFrame, risk analysis, and gender mainstreaming analysis – by 28th February 2026

Final Feasibility Report: Incorporating client feedback, with final recommendations – by 8th March 2026

How to Apply

Interested candidates can apply for individual positions or as a team, please apply through our jobs page. Only shortlisted applicants will be contacted for interviews. Recruitment is subject to funding availability.

Please feel free to share this opportunity with colleagues who might be interested.