



Terms of Reference

- annex to Service Contract -

Writing Consultancy: Capturing stories of change and lessons learned from selected projects

Pro Peace is seeking for a qualified consultant (writer or team of writers) to design and deliver written products that capture stories and learnings in a compelling, accurate, and conflict-sensitive manner.

1. Background and Rationale

Pro Peace Cambodia has implemented projects focusing on providing capacities on conflict transformation and peacebuilding among different groups particularly in Battambang and Phnom Penh to broaden their perspectives on diverse conflict narratives and connect it to their current situation. We initiate spaces for intergenerational exchange between youth and older people using conflict sensitive and creative approaches. We capacitate partner teachers and students on nonviolent and creative ways of transforming conflicts in classroom/school settings. We implement these initiatives along with our partners so they can better understand conflict dynamics and can deal with conflicts non-violently which will lead to peaceful transformation of conflicts or social tensions at interpersonal and community levels.

As the projects have been implemented for several years, Pro Peace wanted to document the stories, lessons, behavioural and attitude changes that have emerged among our partners. The documents will serve two purposes: to provide evidences on the impact of our work and to learn from our experiences in the implementation which will feed into adapting our approaches/strategies and will guide decisions for our future programme.

2. Objectives of the Consultancy

This consultancy aims to produce high-quality written products that document evidences how the project outputs and programme outcomes were achieved, and best practices and lessons learned during the project implementation.

3. Specific objectives:

- Capture qualitative stories of change from project partners that demonstrate changes in attitudes and behaviors and illustrate the project's contribution to bigger picture.
- Synthesize key learnings in selected projects by analyzing challenges during the project implementation and best practices or innovative peacebuilding approaches which can be shared with relevant organizations and institutions.
- Ensure that the process in collecting and producing the written documentation adhere to conflict sensitivity and do-no-harm principles, protecting the safety and dignity of all partners featured.



4. Scope of work and expected deliverables

The consultancy delivers 5 written products:

a) **3 human interest stories** (1,500-2,000 words per story with photos and quotes) *which highlight each project's contribution to the bigger picture, through featuring the changes in the lives of key partners (a teacher, a student trainer, a Human Library member) as they journey with us through the following projects, respectively:*

- **Youth Generation Project:** This project focuses on capacity building in Nonviolent Conflict Transformation (NVCT) for selected high school students and teachers, building skills in nonviolent communication, conflict analysis, and mediation, to foster nonviolent and positive school environments. We also accompany them in the application of acquired knowledge and skills on NVCT through adapting their existing conflict resolution mechanisms in their respective schools. This piece will focus on one of the target teachers.
- **Peace Education Project:** This project aimed to train university students in Battambang and Cambodia Citizens of Hope (CCH) staff as trainers on NVCT concepts and approaches including conflict analysis and facilitation skills. As multipliers, they organize and provide short courses to various groups (arts students, high school and university students) to equip them with the knowledge, understanding and tools in dealing with conflicts. This piece will focus on one of the student trainers.
- **Narrative Project: Stories for Generations:** This project focuses on training Human Library members of Preah Sihanouk Raja Buddhist University, Battambang Branch (SBUBB) in conflict sensitive and trauma-informed story-telling and documentation which they use in narrative work. This project also involves the creation of safe spaces for intergenerational exchange between older people and the young generation on narratives of the past and current challenges. This piece will focus on one of the Human Library members.

b) 2 learning papers on the following projects

- **Forum Theatre for Conflict Transformation Project, in partnership with Lakhon Komnit Organization (LKO).**

The learning paper will document the journey of the project focusing on the use of Forum Theatre techniques as an approach to transform school-based conflicts.

The project provided training to interested high school students on knowledge and skills on dealing with school-based conflicts using the Forum Theatre techniques and to be able to showcase the practice through public theatre performances. Through performing plays on school-based conflict issues identified by the students themselves, the issues are presented as topics for dialogue within the school. The performance encourages school stakeholders to continue the

discourse on the issues presented and try to seek opportunities to transform them beyond the time of the performance.



- **Peace Education project (see brief project description above)**

The learning paper aims to capture the theory of change or the logic behind the project, insights and adaptations of those who were involved in the project, milestones, successful approaches, and key lessons learned over the years since the project was implemented. The paper will also provide practical recommendations for those who are working in similar contexts or field.

5. Tentative Timeline

Phase	Key Tasks	Deliverables	Timeframe
Inception Phase	• Review project documents of selected projects • Develop workplan (for data gathering and story development) and data gathering tools	Workplan, interview guides, story templates	7 October to 14 October 2026
Field Work	Conduct key informant interviews with project partners and project staff, focus group discussion or other needed tools	Story outline and learning paper outline	14 to 28 October 2026
Writing Stories of Change	Write 3 stories of change (1 partner teacher, 1 trainor, 1 student performer)	Submission of drafts to Pro Peace: 3 x human interest stories (1,500-2,000 words per story with photos and quotes)	29 October to 16 November 2026
Writing of Learning Papers	1 learning paper for each project (Forum Theatre for Conflict Transformation and Peace Education projects)	Submission of drafts to Pro Peace: 2 x 2,500-4,000 words each paper	
Editing and Finalization	Update the written products in response to feedback from Pro Peace (feedback to be sent by Pro Peace by 20 Nov 2026).	Submission of 5 x finalized written products	27 November 2026



6. Budget

It will be based on the scope of work and deliverables, but the payment will be made in two installments:

- 50% upon signing the contract
- 50% Final Installment: Paid upon final submission and approval of all deliverables by Pro Peace

Note: The total financial proposal must be inclusive of all consultant fees, transportation, accommodation, per diems.

7. Required qualifications

- Demonstrated experience in writing high-quality human-interest stories and learning papers for local and international NGOs.
- Experience or understanding of peacebuilding, conflict transformation, development work, and knowledge management.
- Fluency in English language and exceptional written English. *Fluency in Khmer language is an advantage, if not, applicants can hire translator/s during the fieldwork and cost can be included in the financial proposal.*
- Strong understanding of Cambodian history, culture and current conflict context.

8. Confidentiality and copyright

All materials, drafts, and communications are confidential and remain the intellectual property of Pro Peace Cambodia. The consultant may not reproduce or publish any material without written consent and approval from Pro Peace.

Application

Interested applicants may submit their CV detailing their proof of experience, sample written work and financial proposal to venus.betita@propeace.de CC sochea.chhorn@propeace.de by **30 September 2026**.

22 September 2026, Battambang