

TERMS OF REFERENCE: Resilience Analysis, Ukraine

About HelpAge

HelpAge International, either through direct implementation or its global network of 199 members in 98 countries, is committed to supporting older people to live safe, dignified, and healthy lives. By fostering partnerships and collaborations, HelpAge ensures the inclusion of older people in all aspects of society and strives for a just and equitable world for individuals of all ages.

Background

Ukraine Context: Since the beginning of Russia's full-scale invasion, Ukraine has been under extreme pressure on its care and social systems, and older individuals—particularly those with disabilities—have been disproportionately impacted. The war has rolled back advances on major reforms, such as attempts to deinstitutionalise long-term care and develop community-based services, which have put thousands of displaced older persons at a higher risk of institutionalisation, poor housing, and poverty.

HelpAge International together with local partners and through funding from the Transitional Development Assistance (TDA) provided by the Federal Ministry for Economic Cooperation and Development (BMZ), is planning to implement a project in Eastern Ukraine titled “***Dignity in Independence: Supported Living and Economic Empowerment for Displaced Older People especially women in Eastern Ukraine***”.

The project aims to strengthen the resilience of older people in Ukraine in the following four outcome areas: 1) The most vulnerable older people with care and support needs have access to integrated health and care services and support that promote their dignity and independence in the community; 2) The most vulnerable older people with and without disabilities have access to a barrier-free living environment; 3) Older people have increased their income security and 4) Older people are aware of their rights (including the right to participate in decisions that affect them, the right to fair and equal treatment, human rights in old age, gender equality) and are able to claim and uphold them.

To inform and shape the project designs in a risk and crisis-informed manner that builds on the strengths, potentials, and capacity of vulnerable people and local structures in targeted communities, HelpAge International is seeking a qualified

consultant to conduct a participatory, context-specific **Resilience Analysis**. The results and recommendations of the assessment will feed into the planned BMZ-funded programming and its activities and should inform the full project cycle- from the design of the intervention, and monitoring of activities, until the final evaluation. A workshop in Ukraine with all partners to share the findings is currently planned for the end of-August/early September.

The TDA funding instrument of the BMZ serves as a bridge between immediate humanitarian aid and sustainable development efforts. In delivering TDA, the implemented interventions focus on supporting affected individuals and local communities to recover from crises that affect their livelihoods and build their resilience to future shocks. As such, Transitional Development Assistance aims to enhance resilience by empowering people and local systems to:

- Manage crises independently,
- Prepare for recurring challenges and stress factors,
- Reduce the adverse effects of crises, and
- Achieve lasting recovery through structural changes.

The strategy of BMZ/TDA is also online available [here](#).

Also supporting documents for this consultancy service is available the same site: [Strengthening resilience. Creating new prospects](#) and on the methodology of resilience analysis: [Product sheet on resilience analyses \(Strukturbildende Übergangshilfe | BMZ\)](#).

Objective of the Resilience Analysis: The objective of project-designing resilience analysis is to obtain a comprehensive understanding of (i) existing risks and crises in the given context, (ii) the affected and responsible actors and structures as well as their strengths, potentials and competences (resilience capacities) for coping with risks and crises, and (iii) the needs and opportunities to further strengthen these capacities for cross-sectoral crisis management.

Building on this, transitional development assistance projects in fragile contexts can be designed to be risk- and crisis-informed in order to strengthen the resilience capacities of vulnerable people and structures.

Objectives

The Resilience Analysis aims to respond to the following scoping questions:

- 1) Against which **risks, crises and vulnerabilities** should resilience be strengthened?
- 2) **Whose resilience** should be strengthened? (target group, structures, institutions, organisations, networks – also at which level: individual, household, community, subnational level)
- 3) In which **sectors/ areas** should resilience be strengthened?
- 4) With what **objective** should resilience be strengthened? (with regard to resilience capacities: stabilisation capacity, adaptation capacity, transformation capacity)

Followed by a completed resilience capacity matrix, a report of the analysis based on prescribed guiding questions, and a workshop with partners, target group representatives and other key stakeholders to discuss, validate and, if necessary, complement the results of the preliminary analysis and data collection, in order to provide concrete contributions to the project design.

Methodology

The consultant will propose a suitable methodology in line with BMZ guidance (see annexes) and HelpAge's programmatic priorities. The methodology should include:

- **Desk Review:** Review of relevant data, assessments, and documents (conflict, fragility, protection, health, social care, etc.).
- **Primary Data Collection:**
 - **Qualitative methods:** Focus Group Discussions (FGDs), Key Informant Interviews (KIIs) with older people, carers, government and civil society actors. Ideally these would be conducted in person but can be conducted online if needed.
 - **Quantitative tools** may be used to complement qualitative findings where feasible.
- **Thematic Analyses:**
 - Gender, peace and conflict, and inclusion of persons with disabilities.
 - Conflict-sensitive and participatory tools where relevant.
- **Validation Workshop:** Facilitate a participatory workshop with stakeholders to validate findings and refine recommendations.

Sampling and tools should ensure representation across geographic areas (urban/rural, frontline/rear areas), displacement status, gender, age, and functional diversity.

Scope of Work

Key Deliverables

- Inception meeting: Including methodology, sampling, timeline, draft tools
- Preliminary analysis report: Includes conflict analysis, risk assessment, draft resilience capacity matrix, and recommendations.
- Data collection & Consultation Workshop: Presents draft findings for validation and feedback.
- Final Resilience Analysis Report: A comprehensive document with:
 - Executive summary.
 - Response to scoping questions
 - Resilience capacity matrix
 - Recommendations for resilience focused TDA programming.
 - Theory of Change considerations
- Presentation: A summary presentation.

Budget and Timeline

Inception meeting (2 hours)	6/8/2025
Desk review	7th to 12/8/2025
Preliminary analysis report	12th to 15/8/2025
Primary data collection	18th to 25/8/2025
Data Analysis	26th to 28/8/2025
Validation workshop	29th or 1/9/2025
Draft report	2/9/2025
Report review by HelpAge	2nd to 4/9/2024
Report finalisation	4th to 10/9/2025
Final report and presentation delivered	12/9/2025

The total number of working days is 25. The available budget is up to £10,500, but economical offers will be preferred.

Please note, this is a preliminary/proposed schedule and can be altered based on consultant feedback. The date for the submitting the final report is non-negotiable.

Safeguarding

- Everyone has a role in creating and sustaining a safe and respectful working environment, where no one comes to any harm or is maltreated. At HelpAge

we take our responsibilities very seriously and will take action against wrongdoing. We will do everything we can to ensure that we do not engage people that pose a safeguarding risk and will undertake criminal record checks as required.

Diversity & Inclusion

HelpAge International is dedicated to creating a diverse and inclusive environment for all its employees/consultants while extending the culture of inclusion into our work.

We believe that our workforce should reflect the wide diversity of the communities we serve, and that diverse voices should be elevated and intentionally integrated into our work. We embrace difference and diversity of identity, experience, and thought, and actively strive for inclusive behaviours across our organization and work regardless of gender, race, disability, age, nationality, ethnic/national origin, sexual orientation, religious beliefs, marital status, pregnancy, social status, and political beliefs.

Required Qualifications

- Proven experience conducting resilience or contextual analyses in fragile/conflict-affected contexts; ideally previous experience in conducting analyses for BMZ
- Sound theoretical knowledge of development theory and/or experience of project management for an NGO or UN agency in delivering humanitarian or development projects, ideally with a focus on inclusion
- Good knowledge and proven experience in research design, implementation, data collection and analysis; esp. participatory methods
- Expertise in designing and writing high quality documents for publication.
- Understanding of the Ukrainian context is an asset
- Cultural sensitivity and adherence to do no harm principle.
- Fluency in English; Ukrainian or Russian language skills are an asset

Application Process

Interested consultants should submit the following by **Wednesday, 30 July 2025** to [**Jobs@helpage.org**](mailto:Jobs@helpage.org) :

- A short proposal (max 3 pages) outlining methodology and approach
- CV and references

- Brief financial proposal, including daily rate that covers travel costs if needed and please specify if so
- Availability
- Examples of similar past assignments

We will select the most economic offer together with quality criteria of the proposal - selection will be based 50% on quality of the proposal by the consultant.