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Cover photo: Karina Coates in a UNICEF child friendly space in former Yugoslavian Republic of Macedonia. **Photo by:** RedR Australia/Carly Learson



THE UN STANDBY PARTNERSHIP

The Standby Partnership (SBP) is a network of bilateral agreements between organisations and United Nations (UN) agencies. The partnership commenced in 1991 in response to the humanitarian crisis in Iraq whereby it was necessary for the the UN to rapidly increase its human resources at short notice. Today it comprises a range of partners which provide support to United Nations agencies responding to humanitarian emergencies throughout the world via the secondment of gratis personnel.

Each Standby Partner maintains its own roster of humanitarian experts who are called upon to fill staffing needs in UN operations. The collaboration between UN agencies and partners is an integral component to any rapid response mechanism. Participant UN agencies include: FAO Food and Agriculture Organisation, IOM International Organisation for Migration, OCHA Office for the Coordination of Humanitarian Affairs, UNDP United Nations Development Programme, UNESCO United Nations Educational, Scientific and Cultural Organisation, UNFPA United Nations Population Fund, UNHCR

United Nations High Commissioner for Refugees, UNHABITAT United Nations Human Settlements Programme, UNICEF United Nations International Children's Emergency Fund, UNMAS United Nations Mine Action Service, UNRWA United Nations Relief and Works Agency, UNWOMEN United Nations Entity for Gender Equality and the Empowerment of Women, WHO World Health Organisation and WFP World Food Programme.

There are presently fourteen UN agencies within this mechanism however some partners may also have agreements with specific UN missions. There are 48 partners operating within the Standby Partnership mechanism. Partners include governmental, non-governmental or private sector organisations. Presently there are 14 UN agencies benefitting from the mechanism. In addition, some partners may also have agreements with specific UN missions.

The Partner Resource Map has been developed to provided an overview of partners' organisational structures, roster members and staff development.

CANADEM

BACKGROUND

Established in 1996 with Canadian Foreign Affairs funding, CANADEM is a not-for-profit Canadian agency dedicated to advancing international peace and security through the rapid mobilisation and mission management of experts committed to international service.

With an overall general roster of 40,000 experienced international and Canadian experts, CANADEM end-users include UN Agencies, other inter-governmental organisations, the Canadian, UK and other governments and non-governmental entities of all kinds.

CANADEM operations range from individual recruitments and deployments, to complex program and mission-management in sectors such as governance capacity-building, police and security sector reform, democracy promotion, and humanitarian rapid response. Deployments support complex crisis settings like Syria, Afghanistan, South Sudan, Iraq and the Ebola Virus Disease Outbreak in West Africa.

FUNDING

Standby Partner Deployments

CANADEM is a fully funded project and receives no core funding. Global Affairs Canada and DFID (United Kingdom) are the primary funding sources for Standby Partnerships. The Canadian government funds primarily Canadian citizens and permanent residents although non-Canadian citizens can be considered on a case-by-case basis.

CANADEM also deploys candidates with funding from receiving agencies through Reimbursable Loan Agreements (RLA).

PRIORITY REGIONS/COUNTRIES

Core Profiles

Standby Partner candidates are pulled from sub-rosters of the larger 40,000 member roster, with a specific Standby Partner roster being the main source of candidates.

Core profiles include: Humanitarian/Emergency Coordination, Child Protection, Camp Management, Civil/Military Coordination, Civil/Structural Engineering, Cluster, Country Director/Chief of Party, Database, Electoral Monitoring, Emergency Shelter, Environmental Emergency, Fleet Manager, Food Security, GBV/SGBV, Human Rights, Humanitarian Affairs/Emergency Coordination, Information Management/GIS, Logistics, Monitoring and Evaluation, Management and Admin, Medical/Paramedical, Nutrition, Policing/Security, Project Management, Public Health, Search & Rescue, Telecoms/IT, Warehouse Management, and WASH

Strategic Priorities

The deployments funded by Global Affairs Canada are focused on core life-saving positions and rapid-onset humanitarian crisis.

Profile Developments

CANADEM is expanding its roster in alignment with UN expertise demands.

Member Experience

5 years is the minimum experience requirement, most members have 7+ years.

Active Membership

All sub-roster registrants are active.

Gender Distribution

20% female and 80% male.

ROSTER DEVELOPMENT

Recruitment Process

A minimum length of professional experience (5+ years) in relevant fields plus experience with UN or larger NGOs (Oxfam, Red Cross, etc.) is required to register for the roster.

Induction Training

CANADEM has finalised their induction briefing package for deployees.

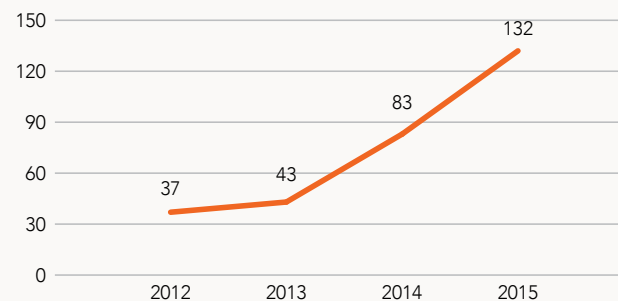
Training/Development

CANADEM regularly submits deployees for trainings provided by UN agencies. CANADEM is in the process of developing a mentorship programme to pair less experienced deployees with more experienced experts for in field training.

DEPLOYMENT DATA

Average Length

3 or 6 month deployments are standard and extensions are common.



* This graph comprises CANADEM's Standby deployments by year.



DFID Humanitarian Affairs Officer Heidi Carrubba and CANADEM Consultant Perseverence Ganga monitor a food distribution site in Tigray region, Ethiopia



CANADEM
CANADA'S CIVILIAN RESPONSE CORPS
CORPS DE RÉACTION CIVILE DU CANADA

DANISH EMERGENCY MANAGEMENT AGENCY (DEMA)

BACKGROUND

The Danish Emergency Management Agency (DEMA) is a governmental agency under the Ministry of Defence. The agency was formed under the Danish Emergency Management Act.

DEMA's mission is to mitigate the effects of accidents and disasters on society and to prevent harm to people, property and the environment. Consequently, DEMAs has a series of operational, supervisory and regulatory functions concerning emergency management and preparedness.

By request from a governmental or international organisation, DEMAs can assist abroad when disaster strikes. DEMAs is involved in international cooperation with UN agencies, EU, NATO, the Nordic countries and the Baltic Sea States. More specifically, DEMAs has Standby partnership agreements with OCHA and WFP. These agreements allow DEMAs to second and deploy personnel and equipment to support UN agencies on missions.

A fundamental philosophy of the international emergency management is the extensive dual-use of personnel and equipment. Personnel and equipment can be used both nationally and internationally in a very flexible manner based on operational needs.

A key principle is that DEMAs only initiates international responses upon request – typically from the UN, EU or NATO and hence only provides what is asked for by the authorities of the affected state or international organisations in question.

DEMAs contribution to the international response is often carried out within the cooperation of International Humanitarian Partnership – IHP. DEMAs international assistance needs to be approved by the Ministry of Defence in each and every case.

FUNDING

Standby Partner Deployments

DEMA has confirmed a funding agreement with the Danish Ministry of Foreign Affairs regarding humanitarian response operations and secondment of personnel.

The funding can be used only in case of an international request for support and can only be applied in countries registered on the OECD DAC list of ODA recipients as "least developed countries" or "low income countries".

PRIORITY REGIONS/COUNTRIES

Strategic Priorities

DEMAs priorities are closely coordinated with the Danish Ministry of Foreign Affairs and the Ministry of Defence, on a case-by-case basis. In general, the priorities are linked to the funding opportunities and the above mentioned OECD DAC list of ODA recipients.

PROFILES

Core Profiles

DEMA has a long list of different skill levels of expertise in the international Standby roster. In addition to technical personnel profiles, DEMAs international Standby roster includes Team Leaders as well as Preparedness Planning and Risk Assessment experts.

Profile Developments

Not available.

Member Experience

Not available.

Active Membership

DEMA has 310 active members.

Gender Distribution

13% female and 87% male.

ROSTER DEVELOPMENT

Recruitment Process

New roster members are enrolled through targeted recruitment, based on an assessment of profiles being deployed. Therefore, DEMA has a demand based selection of new personnel for the roster.

Induction Training

For new roster members DEMA has developed a 5 to 6 days induction training that consists of two courses targeting international deployments. They are as follows:

A course on hostile environment awareness focuses on safety when deployed in areas with a potential in difficult high risk situations. The purpose of the course is to provide participants with the necessary skills to work in an international environment where there is a risk of armed conflict or civil unrest.

The second course covers international organisations and guidelines such as the UN (OCHA, UNHCR, UNICEF, WFP and others), the International Search and Rescue Advisory Group (INSARAG), the Red Cross movement, SPHERE, the EU, and NATO. The course

introduces and prepares personnel to work in a multicultural setting in order to increase their intercultural competences.

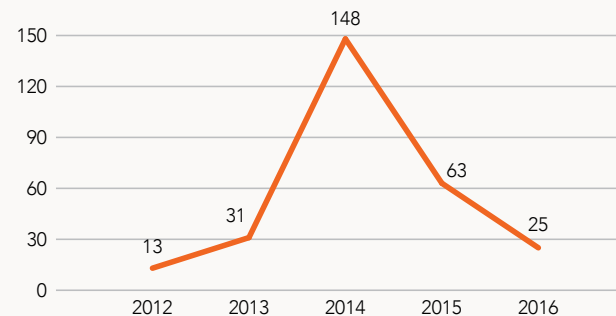
Training/Development

In order to maintain knowledge and develop roster member's competences, DEMA is in contact with roster members by offering new training and exercise opportunities. Additionally, DEMA is about to implement a new IT system, which allows DEMA to have an ongoing, interactive contact with the roster members.

DEPLOYMENT DATA

Average Length

Since 2012 the average length of DEMA deployments have been 35 days.



* This graph illustrates all DEMA's deployments including secondments. The secondments represent a portion of all deployments.



Syrian Refugee Crisis, Jordan



UK DEPARTMENT FOR INTERNATIONAL DEVELOPMENT (DFID)

BACKGROUND

The Department for International Development (DFID) leads the UK Government's response to humanitarian emergencies in developing countries. DFID works with other UK Government Departments, international organisations, aid agencies and Governments of the countries affected.

DFID provides critical resources in response to humanitarian emergencies and can deploy staff directly to affected areas. DFID also has access to extensive rosters of experts operated by four NGOs: CANADEM, NRC, DRC and RedR Australia.

FUNDING

Standby Partner Deployments

DFID funds emergency Standby deployments primarily through funding four NGO partners. This mechanism enables a broad range of expertise to be accessed for secondments, matching DFID funds to the best candidate from the four databases. In addition, DFID can second staff from its own database into UN operations. These posts are primarily P5 roles.

PRIORITY REGIONS/COUNTRIES

Strategic Priorities

Each secondment is considered on a case by case basis, with advice sought from DFID Country Offices, where present. DFID support prioritises emergency surge secondments to fill critical strategic positions in UN agencies. Particular attention is given to meeting the needs of the most vulnerable, delivery of results, and value for money.

PROFILES

Core Profiles

The core profiles are: Humanitarian Advisers, Humanitarian Affairs Officers, Reporting Officers and Logisticians. DFID also holds more specialist profiles, including Civil Military, WASH, Security and Shelter Advisers. The profiles on the DFID database are those aimed primarily at supporting DFID's own humanitarian operations.

Profile Developments

DFID considers those with generalist humanitarian experience and working with donors as important.

Member Experience

We consider those with generalist humanitarian experience and of working with donors as important.

Active Membership

185 members.

Gender Distribution

41% Female and 59% male.

ROSTER DEVELOPMENT

Recruitment Process

Recruitment onto DFID's database follows a four stage process. In the first stage CVs are screened, and if accepted, will be passed on for technical review. If subsequently shortlisted, applicants are invited to complete a technical test via email. Finally, applications that successfully pass the test will be invited to take part in a telephone interview.

Induction Training

DFID provides a two day induction at DFID's offices in London. This is an opportunity to provide consultants with an overview of working with DFID. It is also an opportunity for consultants to learn from each other and meet the team. In addition, each time a consultant deploys on a DFID operation, she/he will also have a half day briefing programme

upon mobilisation and a half day debriefing programme at the end of the mission. These briefings cover: Logistics, Security, HR, accountability, lessons learned and programme specific meetings.

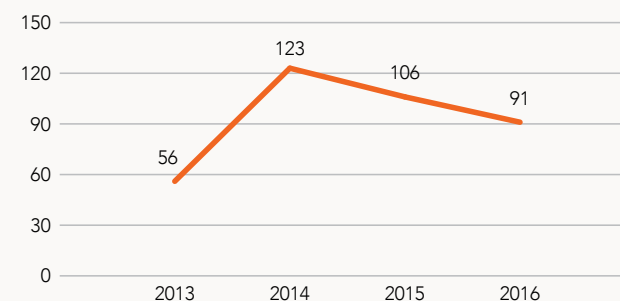
Training/Development

A comprehensive five day Hostile Environment Awareness Training (HEAT) course is provided to consultants on DFID's database which includes security, first-aid and trauma training. Consultants are expected to renew this training every two years. Beyond the HEAT course, there is a community website that all database consultants can access which includes lessons learned, tools, templates, online courses and access to the civil service online training repository when deployed on mission.

DEPLOYMENT DATA

Average Length

The average length of DFID deployments are between 4 to 6 months.



* This graph comprises DFID funded deployments by year.



CANADEM Consultant Tabasum Abdul-Rasul in Pagak refugee camps in Gambella, Ethiopia



Department
for International
Development

DANISH REFUGEE COUNCIL (DRC)

BACKGROUND

The Danish Refugee Council (DRC) is a private, non-profit, non-governmental humanitarian organisation founded in 1956. DRC is a self-mandated protection agency working to secure durable solutions to conflict affected populations around the world. With nearly 6,000 employees working in approximate 40 countries, DRC is Denmark's largest humanitarian NGO.

The DRC Standby Roster (SBR) is an integrated part of DRC and has for the past 25 years deployed experts to the UN and other partners throughout. Its aim is to timely fulfil needs and achieve long-term solutions for affected people. The majority of deployments are rapid emergency deployments to areas of man-made conflict. However, deployments to global clusters or specific initiatives are also facilitated.

The DRC Standby Roster operates four sub rosters with a total of 880 active members. The Member Roster is the core roster providing in-kind deployments and hosts 441 active

members who have all gone through a recruitment process and have attended induction training. In addition, the DRC SBR administers the Resettlement Roster on behalf of UNHCR, the Humanitarian Logistics and Procurement Roster operate in close collaboration with WFP while the External Deployment Scheme is a human resource service for deployments paid by the UN agencies themselves.



DRC program in the Middle East and North African Region. Photo credit: Jesper Guhle

FUNDING

Standby Partner Deployments

The Member Roster is funded by the Danish International Development Agency (Danida) as well as the UK Department for International Development (DFID). Other rosters are funded by UNHCR on reimbursable agreements or through cost-sharing. A small number of deployments obtain individual funding from United States Agency for International Development (USAID) and Swiss Federal Department of Foreign Affairs (FDFA).

PRIORITY REGIONS/COUNTRIES

Strategic Priorities

DRC focuses on conflict zones and less on natural disasters. Prioritisation is given to the countries and regions where DRC is operating. The majority of DRC deployments are to Africa (West, Central and East), MENA countries and L3 emergencies. Standby deployments follow demand from the UN, while priority is given to the core profiles (which matches the core profiles of the DRC) in particular protection related requests.

PROFILES

Core Profiles

For the Member Roster the core profiles are Protection (including Child Protection and Gender-based Violence (GBV), Logistics, Humanitarian Affairs, Emergency Management,

Camp Management, Shelter & Site Planning, Water, Sanitation and Hygiene (WASH), Early Recovery, Cluster Coordination, Food Security, Information Management and Cash & Voucher.

Profile Developments

The DRC is embarking on a new 4-year strategy period where new profiles will be defined. However, recently WASH, Cash, Shelter and Site Planners as well as Protection profiles have been recruited. Future profiles are retail analysts and different type of information managers.

Member Experience

Members must have minimum 3 years relevant international humanitarian working experience, but typically the members have between 5 and 10 years' of experience with some up to more than 25 years.

Active Membership

On the Member Roster there are 441 active members.

Gender Distribution

42% female and 58% male.

ROSTER DEVELOPMENT

Recruitment Process

The Member Roster opens for recruitment twice a year taking approximately 80–100 new members. In each recruitment cycle, only specific profiles based on needs are accepted. Screening and long-listing is done from which

candidates are invited for face-to-face or Skype interviews. Three written references are obtained, after which the candidate undergoes induction training. In some cases the candidate is also technically cleared by a relevant UN agency before the interview. Once on the roster, members nominate themselves for positions matching their profiles through the DRC database front-end platform MyPages.

Induction Training

The mandatory four-day training hosted in Denmark is the last step of the recruitment process, hence upon successful training the candidate is a full member. The event takes place 2–3 times a year and includes among other sessions the following: Introduction to DRC and UN agencies, first aid, safety, code of conduct, a synthesis exercise as well as sessions strengthening the 11 competencies in the SBP competency domains.

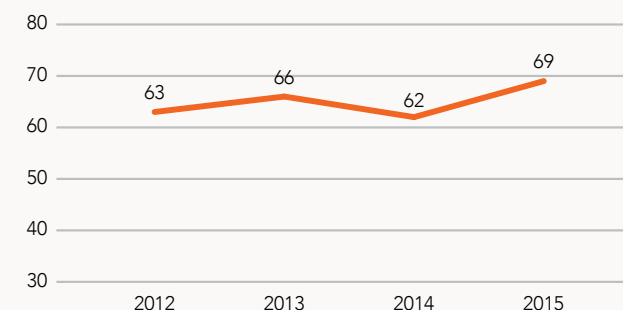
Trainings/Development

Roster members nominate themselves for trainings matching their profiles through the DRC database MyPages and DRC pays costs related to transportation and accommodation.

DEPLOYMENT DATA

Average Length

The average length of Danida funded deployments (6 month restriction) is 4.5 months and deployments are split almost evenly between 3 and 6 months in length. Strategic Danida deployments might be of several years. DFID funded deployments are usually longer, with an average of 6 months (no restriction).



* DRC's Standby deployments by year.



NORWEGIAN DIRECTORATE FOR CIVIL PROTECTION (DSB)

BACKGROUND

The Norwegian Directorate for Civil Protection (DSB) is a governmental agency under the Ministry of Justice. It was established in 2003, incorporating the functions of the former Directorate for Civil Defence and Emergency Planning, and the Directorate for Fire and Electrical Safety, into a single new entity.

DSB has developed concepts for supporting relief workers during international emergencies ("help-the-helpers"), being to deploy complete tented base camps (for up to 100 relief workers), and one for ICT field experts.

The size and specific composition of the teams are flexible and may be adapted to

the mission in question. An ICT field support mission will normally consist of 1–2 persons, while a base camp mission can involve teams of 8–12 persons (rotating). DSB deployees do not normally work with the stricken population directly.

DSB's teams can be deployed within 24–76 hours.

A key principle for DSB is to participate in operations upon request (from UN, EU or NATO).

DSB's contribution to international response is often done in cooperation within our sister organisations in the International Humanitarian Partnership – IHP.

FUNDING

Standby Partner Deployments

All operations are dependent on the permission and funding from the Norwegian Ministry of Foreign Affairs, on a case by case basis.

PRIORITY REGIONS/COUNTRIES

Strategic Priorities

DSB follows the direction from the Norwegian MFA on which countries or areas to engage on a case-by-case basis. The most common missions follows natural disasters. Before DSB is able and willing to engage, complex and man-made disasters requires extensive plans for security and evacuation for its personnel.

PROFILES

Core profiles

Camp Technicians, Information and Communications Technology (ICT)/ Management Support, Logistics Experts, Chefs, Carpenters, Water, Sanitation and Hygiene (WASH) Experts, Plumbers and Nurses.

Active Membership

80 active and trained members.

Gender Distribution

15% female and 85% male.

ROSTER DEVELOPMENT

Recruitment Process

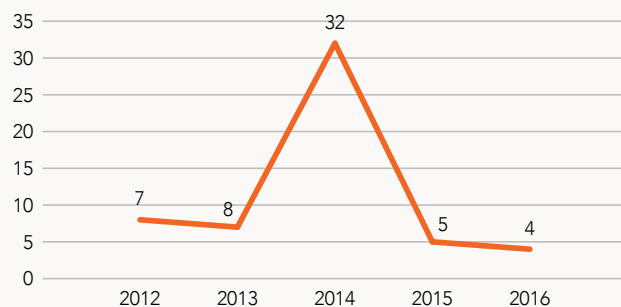
In addition to sending personnel to various international courses (IHP/EU/NATO/UN), when needed DSB conducts its own induction training.

DEPLOYMENT DATA

Average Length

The duration of a mission can range from 3 to 26 weeks, with a maximum serving period of circa 8 weeks continuously per expert. DSB usually does not send single experts on missions, only as a part of larger teams (Norwegian teams or international teams).

Since 1999, DSB has participated in a wide range of missions, mostly with WFP as the requesting organisation on behalf of the international community. The latest missions include the Philippines hurricane, the Ebola crisis in Sierra Leone, the Nepal earthquake and the Haiti hurricane.



* This graph comprises DSB's Standby deployments. Additionally, the 2014 statistic includes a complete base camp in Sierra Leone of circa 30 people



International Humanitarian Partnership (IHP) base camp for humanitarian Workers in Guiuan, Philippines after Hurricane Haiyan, 2014

DUTCH SURGE SUPPORT (DSS WATER)

BACKGROUND

DSS Water was established early 2015 as an initiative of the Dutch Ministry of Foreign Affairs, Netherlands Enterprise Agency and the Netherlands Red Cross. The Netherlands Water Partnership was added to the partnership to provide the aid sector with qualified and experienced water experts.

DSS Water was created to provide surge support in emergency situations and contributes to saving lives and alleviating suffering of vulnerable people by enabling international humanitarian aid organisations to mobilise relevant Dutch experts on Water

Management, Water, Sanitation and Hygiene (WASH) and other fields or expertise that might be required by WASH Clusters to improve response during and immediately after a disaster.

All over the world Dutch Water Experts are involved in water projects. This expertise can be deployed during water related emergency situations as well. The DSS Water database consist of experts in the field of Water Management, WASH and corresponding expertise areas.

FUNDING

Standby Partner Deployments

DSS water receives core funding from the Dutch Ministry of Foreign Affairs. Total funding is around 2 million USD for 3 years, ending in 2017. Possibilities for prolongation of funding are being explored.

PRIORITY REGIONS/COUNTRIES

Strategic Priorities

DSS Water can operate in all regions or countries in the world. The priority lies with all water related emergencies.

PROFILES

Core Profiles

CCCM (water), Civil/Structural Engineering (water), Cluster (water), DRR/Emergency Preparedness & Response (water), Early Recovery (water), Emergency Shelter (water), Environmental Emergency (water), Humanitarian/Emergency Coordination (water), Project Management (water), Public Health and WASH.

Profile Developments

DSS Water is expanding its roster in alignment with UN/NGO expertise demands related to water management and WASH. Currently we are exploring the need for and expertise available for vector control related to WASH and agriculture related to water management.

Member Experience

Experts have recent work experience in their relevant field of expertise. Many experts are currently employed in the water sector. Experience varies from minimum 2 years to 35 years. A large majority of the members have more than 10 years of experience.

Active Membership

81 experts in a larger database of nearly 500 water experts and is growing by the day.

Gender Distribution

10% female and 90% male.

ROSTER DEVELOPMENT

Recruitment Process

Experts can register on line on a dedicated DSS Water website (www.drrteam-dsswater.nl) and upload their CV. The CV's are screened on several criteria: education, technical expertise, international experience (UN, NGO or commercial), language skills etc. After first selection the candidates are invited for individual meetings. Many experts are already known by the DSS Water team as this facility is part of a larger inter-ministerial water programme.

Training/Development

New members follow an introduction course on International Humanitarian Law, Humanitarian Principles and Standards and WASH in Emergencies training (3 days in total).



Emergency WASH specialist for UNICEF in Huila and Namibe (Angola). Photo credit: Geert Kroon

New members are briefed on procedures for deployment. Various training modules are offered to the experts during the year. Additionally, suitable training opportunities for various experts are being explored. The basic and advanced online security training are compulsory for the experts.

Professional psychosocial support is offered to all experts before, during and after their deployment. DSS contracted the Antares Foundation for this service.

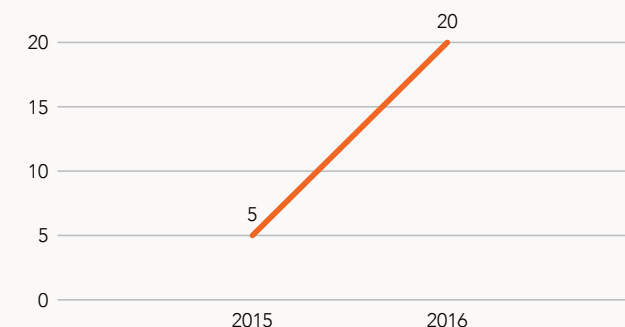
DEPLOYMENT DATA

Average Length

Preferably rapid deployments up to maximum 4 months.

The deployment duration over the last two years was from two weeks to three months, with some extensions of another 3 months. Overall, on average the deployment length is 6 weeks.

Although we have done some 3 to 6 month deployments, the preference is to send experts into the field for a shorter period for a specific task.



* DSS Water's Standby deployments by year.



Ministry of Foreign Affairs

IRISH AID

BACKGROUND

Irish Aid is the Irish Government's official aid programme managed by the Department of Foreign Affairs and Trade (DFAT), working on behalf of the Irish people to address poverty, hunger and humanitarian need in some of the poorest countries in the world. The provision of humanitarian assistance continues to form a vital part of Ireland's development cooperation engagement.

The Rapid Response Initiative is a central feature of Ireland's humanitarian assistance programme. It is an operational tool designed to contribute to Ireland's overarching humanitarian goal of saving and protecting lives by addressing capacity and resource constraints in the international humanitarian system. There are two key elements:

- The roster of highly-skilled and experienced individuals – a Rapid Response Corps – for

deployment overseas, at short notice, to work with Ireland's UN Standby humanitarian partners as part of their emergency response efforts.

- The pre-positioning and transportation of essential humanitarian supplies – shelter and housing supplies including blankets, tents, kitchen sets, soap and mosquito nets, as well as water supply and sanitation equipment – to disaster and crisis areas.

The Rapid Response Team in the Humanitarian Unit of Irish Aid's headquarters in Limerick, Ireland, is responsible for the management and delivery of the Rapid Response Initiative.

Ireland currently has four Standby Agreements with UNHCR, WFP, OCHA, and UNICEF.

FUNDING

Standby Partner Deployments

An annual budget is provided for the Rapid Response Initiative at the beginning of each year, following approval of the overall humanitarian budget. Expenditure on deployments operates within those parameters.

PRIORITY REGIONS/COUNTRIES

Strategic Priorities

Irish Aid focuses mainly on Sub-Saharan Africa, and has 9 "Key Partner Countries": Ethiopia, Lesotho, Malawi, Mozambique, Sierra Leone, Tanzania, Uganda, Zambia, and Vietnam. In addition, Irish Aid operates in a number of conflict-affected countries.

Humanitarian support is guided by the development of an annual country categorisation based on updated vulnerability and needs assessment data from the European Commission's Humanitarian Aid and Civil Protection Department (ECHO), Famine Early Warning Systems Network (FEWSNET), Health and Development International (HDI) and the latest appeals information from OCHA's Financial Tracking Service.

PROFILES

Core Profiles

Protection, Child Protection, Community Services, Gender-Based Violence (GBV) &

Gender, Civil & Construction Engineering, WASH, Civil Military Coordination (CMCoord), HAO, Telecoms/IT , IMO, Logistics, Fleet/ Warehouse Manager, Public Health, Nutrition and Site Planner/Shelter.

Profile Developments

Irish Aid will continue to develop the roster for skills that are in demand.

Member Experience

Members must have experience in humanitarian work, management, their specific profile and other relevant experience.

Active Membership

95 members – Rapid Response Corps.

Gender Distribution

41% female and 59% male.

ROSTER DEVELOPMENT

Recruitment Process

Member selection is mainly based upon candidate's professional skills and experience in relevant fields, and experience of working in humanitarian contexts.

Induction Training

Irish Aid has developed induction training for new roster members that consists of the following modules: The Irish Aid Rapid Response Initiative, UN Standby Partnership Programme, International Humanitarian Law, Humanitarian Principles and Standards,

Humanitarian Reform and Coordination Architecture, Health and Welfare in the Field, First Aid, Personal Security and Mediation and Negotiation.

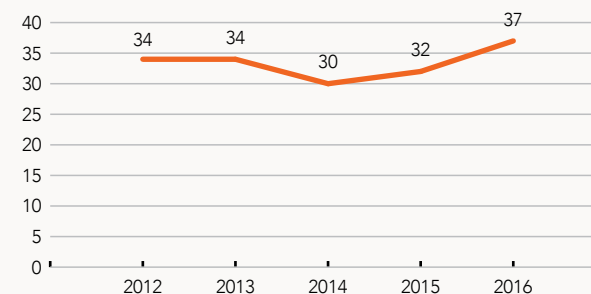
Training/Development

Attendance on training provided by UN partners is supported.

DEPLOYMENT DATA

Average Length

Average length of deployment is 3–4 months



* This graph comprises Irish Aid's Standby deployments by year.



Peter Cooney with children in IDP camp in Maiduguri in north eastern Nigeria



Irish Aid

An Roinn Gnóthaí Eachtracha agus Trádála
Department of Foreign Affairs and Trade

JUSTICE RAPID RESPONSE (JRR)

BACKGROUND

Justice Rapid Response (JRR) is a multi-stakeholder facility that recruits, trains and rapidly deploys human rights, criminal justice and related professionals. It cost-effectively provides experienced, trained and culturally appropriate experts to the international community in situations where violations of human rights and international criminal law may have occurred.

JRR's purpose is to improve the quality of the collection of facts. It is only when fact-finding is carried out by professionals that credible accountability can be achieved. The kind of accountability that affected populations can believe in, and help them once again to believe in the rule of law to end recurring cycles of violence.

To do this JRR has created a geographically diverse and gender balanced roster of more than 600 experts. There are 50 professional categories covering a wide range of human rights, justice and related fields such as Forensic Specialists, Child Protection Experts, Sexual and Gender-based Violence (SGBV) and Witness Protection Specialists. These professionals are also able to mentor international and national counterparts, including humanitarian organisations that work with survivors of conflict-related violence. Since its founding in 2009, JRR has deployed its experts on more than 100 missions.

FUNDING

Standby Partner Deployments

Deployments are funded through bilateral public and private donors, as well as through partnership agreements.

PRIORITY REGIONS/COUNTRIES

Strategic Priorities

JRR roster deployments are made upon request of the international community, to wherever they are needed. In recent years, priority regions have included the Middle East and parts of Sub-Saharan Africa.

PROFILES

Core Profiles

Core profiles include, for example: experts trained in dealing with children; a variety of Sexual and Gender Based Violence expertise; Human Rights professionals; Witness And Victim Protection Specialists; Security And Military Analysts; Psychosocial Trauma Counsellors; as well as a broad range of Forensic Sciences.

Profile Developments

JRR and its partners are continually evaluating the needs of the international community and developing the expertise on its roster in order to be able to meet them. For example, in partnership with UN Women, JRR has developed specialised capacity in the areas of conflict-related SGBV. JRR has also partnered

with its long-standing partner, the Institute for International Criminal Investigations, and the Roméo Dallaire Child Soldiers Initiative to improve the quality of fact-finding and investigations of conflict-related violations involving children.

Member Experience

Experts certified to the JRR roster have demonstrated advanced knowledge and achievement in their respective fields.

Active Membership

JRR has over 600 experts on its roster.

Gender Distribution

53% female and 47% male.

ROSTER DEVELOPMENT

Recruitment Process

New members to the roster are the result of targeted recruitment, based on an ongoing assessment of needs in the field. To be eligible for certification to the JRR roster, experts must be nominated by their employer to attend a JRR training course and go through a competitive selection process. Once selected for a training course by JRR, experts attend a 10-day intensive course. The various courses currently offered by JRR include General International Criminal Investigations, Investigating SGBV and Monitoring and Investigating Conflict-Related Violations Involving Children (MICVIC). Planned courses include the recovery of assets in conflict situations. JRR courses are carried out

in partnership with the Institute for International Criminal Investigations (IICI).

Induction Training

Those selected for the training must possess expertise and experience in their professional category. The course provides instruction from international experts on how to be a successful part of investigatory or fact-finding teams, comprehensive overviews of relevant legal frameworks and practical skills while operating in conflict zones. The course introduces and prepares experts to work in a multicultural setting in order to increase their intercultural competences.

Experts who demonstrate their expertise and experience as well as their ability to be a constructive and safe team member are then considered for certification to the JRR roster.

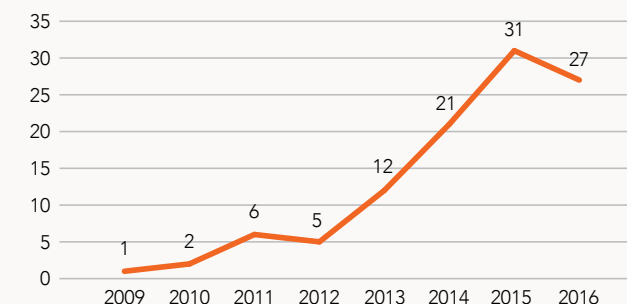
Training/Development

After each mission, JRR conducts a thorough debrief with experts deployed, as well as with the requesting entity.

DEPLOYMENT DATA

Average Length

The average length of JRR deployments has been 70 days.



* JRR's roster deployments by year.



**JUSTICE
RAPID
RESPONSE**

MAPACTION

BACKGROUND

A gap in spatial analysis was identified by MapAction's founder during the Kosovo conflict in the late 1990s. The charity's first overseas deployment came in 2003 to Lesotho in response to a food security emergency. This was followed by its first rapid response emergency mission to the Indian Ocean tsunami in 2004.

Since then, MapAction volunteers have undertaken 68 humanitarian responses to over 60 countries and territories worldwide.



MapAction centre in Nepal

FUNDING

Standby Partner Deployments

MapAction is funded by the Dutch Government, Ministry of Foreign Affairs, trusts and foundations, major donors and corporate sponsors. Last year MapAction received funding from ECHO for technical innovation and deployments using these innovations and funding from the UK Department for International Development.

PRIORITY REGIONS/COUNTRIES

Strategic Priorities

MapAction works globally in GIS/Information Management, supporting the creation of products, templates or data management systems for Emergency Response Planning and Coordination. This involves short term deployment, collaborative development and training.

PROFILES

Core Profiles

MapAction primarily works through Skilled Technology Professionals (GIS, Software and IT System Administration) who work in the public, private and charity sectors for their day jobs. With MapAction, they are especially trained in emergency response and the humanitarian system. They primarily deploy for the organisation on a volunteer basis.

Profile Developments

In 2017 MapAction will launch a longer term capacity in line with partner requirements for up to 3 months surge support. This transition team is again focussed on GIS and information management skills.

Member Experience

All MapAction members have at least five years professional information management and leadership experience. They are inducted in the organisation over a six month period, deploying with experienced MapAction personnel before deploying on their own. Criteria for entry to the transition team requires previous volunteer experience in at least two similar deployments.

Active Membership

MapAction currently has a team of 50 deployable Geographic Information Systems (GIS) professionals and a wider support team of 73. Several of these team members are proficient in software development, system administration and data base development.

Gender Distribution

31% female and 69% male.

ROSTER DEVELOPMENT

Recruitment Process

MapAction recruits from within the GIS sector and completes a process of short listing against CV and supporting documents (map examples and covering letter). Shortlisted candidates are then invited to a selection day which covers a mix of interviews, exercises and GIS tests, as well as group work and simulations to look at aptitude and attitude as well as technical competencies of personnel. This is also an opportunity for applicants to assess whether MapAction is right for them and that they can provide the anticipated commitment required. Once selected the team are subject to reference checks, an induction and probationary period, before a course to become deployable. This process occurs about six months after joining the organisation and showing sufficient commitment to humanitarian values and an appropriate level of professional expertise.

Induction Training

All MapAction team members undertake induction, training and operational training. Prior to any deployment the team are briefed to ensure sufficient understanding of the partner organisation and desired terms of reference.

Training/Development

MapAction delivers 12 trainings a year looking at a range of competencies required for MapAction personnel. This ranges from further GIS skills for disaster relief, data literacy skills, information management and visualisation, to field craft and self sufficiency on deployment, to humanitarian essentials and partner profiles. MapAction holds an annual simulation exercise to test understanding and knowledge in as close to a deployment setting as possible.

DEPLOYMENT DATA

Average Length

MapAction deploys between two weeks to three months.

MapAction's special arrangement with the Standby partnership has not yet been activated. We are ready to provide short term surge support as required and believe the transition team will offer a further opportunity to do this.



SWEDISH CIVIL CONTINGENCIES AGENCY (MSB)

BACKGROUND

The Swedish Civil Contingencies Agency (MSB) is the central governmental disaster and emergency management agency in Sweden. MSB is tasked by the Government to ensure that a society can jointly manage accidents and hazard events as effectively as possible. The aim is to minimise the effects on society, people, property and environment. MSB is responsible for issues concerning Civil Protection, Public Safety, Disaster and Emergency Management, and Civil Defence. It also manages a series of operational, coordinative, supervisory and regulatory capacities and functions.

Internationally, MSB works to strengthen the capacities of affected countries, government institutions, multilateral organisations such as the UN and EU, and civil society organisations, to prevent, prepare, respond and recover from emergencies. MSB operations range from rapid response to emergencies by individual experts and team deployments, mobilisation and deployment of specialised equipment and relief items, to deployments of long term specialist and complex capacity building programmes within disaster risk management.

MSB's international capacity is divided in to three overall categories:

- Experts (individuals or teams)
- Support modules (equipment, support services and staff)
- Training and exercises

MSB integrates cross cutting issues in all aspects of the organisation, primarily in relation to gender equality and environment. MSB strives to increase gender equality in accordance with UN resolution 1325 as well as trying to reduce negative impact on the environment, both at a policy and operational level. MSB is a results-based organisation and will report on each mission as per the terms of reference (TOR) and results-framework.



Kajsa Normark in Haiti with UNDAC after Hurricane Matthew, 2016

FUNDING

Standby Partner Deployments

Most Standby partner deployments are funded by the Swedish International Development Cooperation Agency (SIDA). MSB has a dedicated rapid response mechanism established with SIDA for funding and each deployment requires a specific application for funding. Funding can range from full funding from SIDA (or other donor), cost-sharing arrangements or full funding from the requesting organisation.

PRIORITY REGIONS/COUNTRIES

Strategic Priorities

Thematic and geographical areas of priority are developed on a yearly basis, in consultation with SIDA. As humanitarian situations evolve and emerges, the geographic priorities are updated accordingly.

PROFILES

Core Profiles

MSB has developed a set of focus areas based on the organisation's national mandate, humanitarian and DRR experience and commitment in cross-cutting issues. Below is a breakdown of these areas and they include detailed subcategories and specific profiles in the areas of Humanitarian Assistance and Disaster Risk Reduction (DRR). They are as follows:

HUMANITARIAN ASSISTANCE	DISASTER RISK REDUCTION (DRR)
Infrastructure and Humanitarian Access	Disaster Risk Reduction and resilience building to multilateral organisations
Coordination and Information Management	Crisis Coordination, Information Management and Communication
Temporary Shelter and basic services	Risk and Vulnerability assessment and mapping
Environment	Civil Protection response capacity
Mine Action	
Gender	

Profile Developments

For 2017, MSB is updating and recruiting for the following functional areas: Finance and Accounting, DRR, Coordination, Risk and Vulnerability Analysis, Environment, Gender and Gender Based Violence (GBV), Information and Communications Technology (ICT) and Logistics.

Member Experience

5 years is the minimum experience requirement, most members have between 5–10 years of experience (the roster includes from P2–D1).

Active Membership

1350 active roster members.

Gender Distribution

30 % female and 70% male.

ROSTER DEVELOPMENT

Recruitment Process

The recruitment process can be found here:

[https://www.msb.se/en/OpsPreparedness/Taking-part-in-a-mission/Applying-/](https://www.msb.se/en/OpsPreparedness/Taking-part-in-a-mission/Applying/)

Induction Training

Approximately 4 times per year.

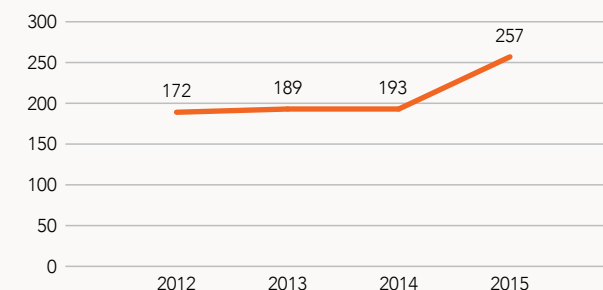
Training/Development

MSB conducts or hosts approximately 60 international trainings on a yearly basis, both for MSB partners and for MSB roster members. They include, but are not limited to: Disaster Waste Management, ICT, Environment Field Advisor, UNDAC) and the On-Site Operations Coordination Centre (OSOCC), Logistics, Information Management, Security, USAR, Host-Nation Support, Capacity Development, Disaster Risk Reduction Response and Resilience (DR4) etc.

DEPLOYMENT DATA

Average Length

The average length of MSB deployments is 6 months, but can range from 2 weeks to several years, depending on the needs and program requirements.



* MSBs Standby deployments by year.



**Swedish Civil
Contingencies
Agency**

NORWEGIAN CHURCH AID (NCA)

BACKGROUND

Norwegian Church Aid (NCA) began in 1947 as a small fundraising drive by the Church of Norway. Today we are one of the Nordic countries' largest aid organisations.

NCA works together with people and organisations across the world to eradicate poverty and injustice.

We are scaling up our humanitarian work with an increased capacity to respond to large-scale humanitarian crisis with high quality service in order to save lives, alleviate suffering and protect human dignity. Water, Sanitation and Hygiene (WASH) is our priority sector in emergency response. Our Secondments to UN agencies are part of this effort.

Norwegian Church Aid is an ecumenical diaconal organisation for global justice. NCA is a member of the Action by Churches Together (ACT) Alliance, a global protestant and orthodox alliance with more than 130 members. We work to help the poorest and those in need, regardless of their creed, race, political or religious affiliation.



David Alford in the Philippines for the Typhoon Bopha Cateel Response, 2012

FUNDING

Standby Partner Deployments

To date Norwegian Church Aid's Standby secondments are funded through a Water, Sanitation and Hygiene Frame Agreement with the Norwegian Ministry of Foreign Affairs and private donations through fundraising campaigns.

PROFILES

Core Profiles

Norwegian Church Aid's Standby secondments have a specialised capacity on WASH in emergencies. To date the core profiles have been WASH Cluster Coordination and Information Management.

Profile Development

In the next few years, NCA is looking to expand its Standby Partnership capacities to go beyond WASH Cluster Coordination and include Wat-San Specialist & Hygiene Specialist for emergency response.

Member Experience

Minimum 5 years experience with many roster member having from 5 to 10 years experience in emergency response environments.

Active Membership

Norwegian Church Aid has 53 roster members that are available to be deployed.

Gender Distribution

42% female and 58% male.

ROSTER DEVELOPMENT

Recruitment Process

Norwegian Church Aid publishes job opportunities on many online platforms including NCA, Relief Web and other recruiter sites. Once the candidates are shortlisted, an interview committee conducts two rounds of interviews both online and in-person. When a candidate has been selected there is a 3 month trial period.

Induction Training

Newly recruited members are required to undergo a 3-day on-boarding program in Oslo.

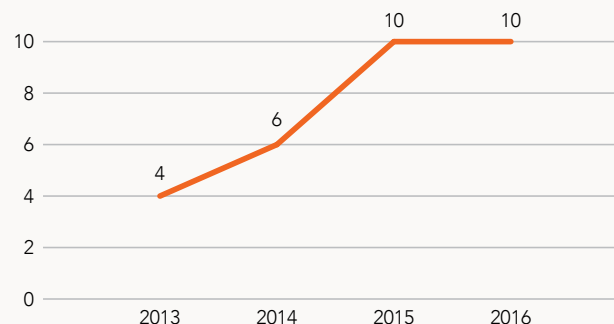
Training/Development

Norwegian Church Aid secondments participate in the annual Emergency Roster training. The annual Emergency Roster training include sessions on: Security in Emergency, Gender & Protection Mainstreaming in Emergency, WASH in Emergencies, International Humanitarian Law (IHL), DRR, Participatory Tools in WASH and lessons learnt from past responses.

DEPLOYMENT DATA

Average Length

Not available



* NCA's Standby deployments by year.



NORWEGIAN CHURCH AID
actalliance

NORCAP – NORWEGIAN REFUGEE COUNCIL'S EXPERT DEPLOYMENT

BACKGROUND

NORCAP is the Norwegian Refugee Council's expert deployment mechanism. NORCAP improves international and local capacity to prevent, prepare for, respond to and recover from crises. This is completed by bringing key stakeholders together and by deploying experts to the UN and other international organisations, regional bodies and national institutions.

NORCAP has 25 years of experience in providing the right people in the right place at the right time to support crises response worldwide. NORCAP helps ensure that resources are used more efficiently to mitigate risks and improve the lives of people in need. NORCAP's added value lies in providing the right expertise in a timely manner, leaving behind lasting contributions and working to improve the humanitarian system. To achieve the latter, partnerships are strategically developed to advance innovative ways of working, including within Cash Transfer Programming, Climate Services and Protection.

The active goal is to bridge the gaps between preparedness, humanitarian and development efforts by deploying personnel before, during and after a crisis. The work is carried out with the primary aim to prevent and mitigate the

impact of conflict and disasters by helping to improve the preparedness and resilience of communities, national institutions and regional organisations.

Since 1991, NORCAP's experts have been sent on more than 9,000 missions, deploying to the field within 72 hours when needed. Typically, most deployments last between 6 to 18 months, thus ensuring a continuous response.

FUNDING

Standby Partner Deployments

The Norwegian Ministry of Foreign Affairs (NMFA) and NORCAP have worked closely to strengthen the capacities of humanitarian response for 25 years, since the Standby roster was established in 1991 upon request from UNHCR. Financial support from the NMFA has included framework partnership agreements from 2009 to 2015 and additional funds in emergency situations. The Department for International Development (DFID) has supported NORCAP since 2012. In 2015 DFID funded initiatives such as ACAPS and CashCap capacity-building activities. The European Commission's Humanitarian Aid and Civil Protection Department (ECHO) has been supporting NORCAP since 2012, and

has been a key partner for the CashCap roster, ACAPS, and the CCCM project. NORCAP also receives resources from UN agencies, Norad Norwegian Agency for Development Corporation, OFDA, Office of U.S. Foreign Disaster Assistance, EEA European Economic Area Grants, Sida Swedish International Development Cooperation Agency and various other donors.

The Office for the Coordination of Humanitarian Affairs (OCHA) funds the operation of ProCap and GenCap. Some deployments to the rosters are cost-shared or fully funded by the recipient organisation. Extensions beyond 18 months must, by rule, should be fully funded by the recipient organisation.

OUR ROSTERS

NORCAP operates several Standby capacity rosters and other specialised rosters which are interagency or operated with other partners, of which the NORCAP roster is the largest.

The NORCAP roster pools the skills and expertise of over 1,000 experienced men and women. It provides specialists in areas ranging from Education, Protection, Health and Nutrition, Cluster Coordination, Communication with Communities (CwC), Camp Management, Resilience and Climate Change Adaptation, to Mediation and Peacebuilding to name a few of the expert profiles on our roster.

The other rosters are as follows:

NOROBS	ProCap	ACAPS
GenCap	CashCap	NORDEM

PRIORITY REGIONS/COUNTRIES

Strategic Priorities

Prioritisation is given to deployments strengthening partners' capacity to respond to protection needs – in particular protection mainstreaming and coordination. Strategic investments are also made in the areas of Resilience, Communication with Communities (CwC), Cash-based Programming, National Capacity Building and Civilian Capacity in Peace Initiatives.

PROFILES

Core Profiles

Core profiles include: Logistics and Supply, Information Management and Technology, Protection, Coordination and Leadership, Camp Management, Education, Peacekeeping and Engineering.

Profile Developments

Recruitment rounds target specific profiles, as defined by demand. 2015 recruitments were concentrated in Communication, Social Affairs and Livelihoods, Protection, Coordination, Camp Management, Health and Nutrition.

Member Experience

NORCAP deploys at all P-levels (2–5), but deployments are normally at P3-P4 level. Members have a minimum of three years relevant work experience, yet some experts have 15–20 years relevant experience.

Active Membership

Approximately 1000 roster members across all rosters.

Gender Distribution

40% female and 60% male.

ROSTER DEVELOPMENT

Recruitment Process

Tailor-made tools are applied during the recruitment process which include CV screening, telephone interviews, CEB SHL Ability tests, CEB SHL Occupational Personality Questionnaire, numerical tests, verbal tests, face-to-face interviews, job simulation/case study and reference interviews. Identity, education and counter terrorism-vetting is also an integrated part of our recruitment process. NORCAP categorises its roster members into 15 profile types that are used to match incoming personnel requests with the right candidate(s).

Training/Development

The five-day introduction training course is an important component in familiarising roster members with NORCAP and the roles and responsibilities of deployees to the UN and other partners. Rigorous recruitment, various partner trainings, debriefs and follow-up activities also continuously strengthen our rosters. As NRC places strong emphasis on the welfare of staff deployed to conflict and disaster areas, close engagement with roster members before, during and after their deployment is critical to the NORCAP staff care scheme.

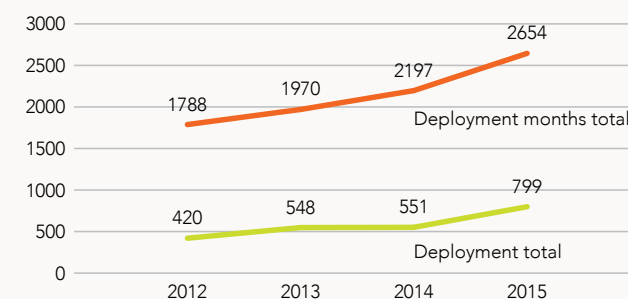


Sylvia Rognvik in Iraq

DEPLOYMENT DATA

Average Length

Deployments vary from 3 to 18 months.



* This graph comprises NORCAP's roster deployments by year.



REDR AUSTRALIA

BACKGROUND

RedR Australia is a leading humanitarian agency for international emergency relief that provides skilled people and training to help communities rebuild and recover in times of crisis. When disaster strikes, RedR mobilises the right people with the right skills to make a difference. RedR's internationally recognised training courses prepare aspiring aid workers for life in the field and help experienced humanitarian's further hone their skills. RedR also builds resilience in disaster prone countries through its disaster preparedness training activities and strategic collaboration with National Disaster Management Offices throughout the Asia Pacific.

RedR Australia was established in 1992 by engineer Jeff Dobell who called on his peers to apply their skills to disaster relief. Since then, RedR has expanded the breadth

of expertise it can offer in humanitarian emergencies to support the following organisations: FAO, IOM, UNFPA, UNHCR, UNICEF, UNOCHA, UN Women, WFP and WHO.

RedR has deployed more than 900 people to over 85 countries and continues to build capacity within the international aid sector through its humanitarian training activities.



Renata Sivarolundhu with a FAO beneficiary in Myanmar. Photo credit: FAO/Kyun Gyi

FUNDING

Standby Partner Deployments

RedR Australia is funded by the Australian Government through the Department of Foreign Affairs and Trade, the Government of the United Kingdom through their Department for International Development, corporate partners and public donations.

PROFILES

Core Profiles

Core profiles include: Humanitarian Affairs/Coordination, Water Sanitation & Hygiene, Logistics, Civil/Construction Engineering and Emergency Shelter, Human Rights/Protection, Information Management/GIS, Communications/Reporting, Child Protection, Public Health, Emergency Education, Refugee Status Determination, Emergency Response, Disaster Risk Reduction (DRR)/Preparedness, Gender/Gender-based Violence, Disaster Risk Reduction/Emergency Preparedness, Civil-Military Coordination.

Strategic Priorities

Deployments reflect RedR Australia's geographic and thematic priorities and those of its donors.

Profile Developments

RedR is currently increasing its roster capacity in Information Management/GIS, Emergency Education, Nutrition, DRR/Emergency

Preparedness, Cash & Voucher, and Civil-Military Coordination.

Finally, RedR has been actively recruiting new international roster members with a focus on the Global South, in an effort to strengthen the international humanitarian capability and support localised responses.

Member Experience

RedR roster members typically have 5–10 years of direct experience in the humanitarian sector, predominantly in field-based roles.

Active Membership

RedR currently has 508 active roster members. Through the RedR international network and other partnerships, RedR can reach more than 3,000 humanitarian professionals for deployment.

Gender Distribution

49% female and 51% male.

ROSTER DEVELOPMENT

Recruitment Process

1. Suitable candidates (online application and CV review) are contacted for an initial interview.
2. RedR Australia organise reference checks.
3. All applicants are required to attend RedR's two mandatory training courses: Essentials of Humanitarian Practice and Personal Safety, Security and Communications.

4. A final face-to-face technical and behavioural interview is organised after attending the mandatory training courses.
5. Successful applicants then submit final documentation to secure their place on the Standby Roster.

Induction Training

As explained above, all roster applicants (and subsequently members) are required to attend two mandatory, residential training courses:

Essentials of Humanitarian Practice is a 6-day residential course which provides participants with an understanding of the complexity of the international relief system and the legal framework for humanitarian assistance.

Personal Safety, Security and Communications is a four-day residential course which provides participants with the tools to better manage their own security, increase their awareness of risk, and perform their role safely and effectively in the field.

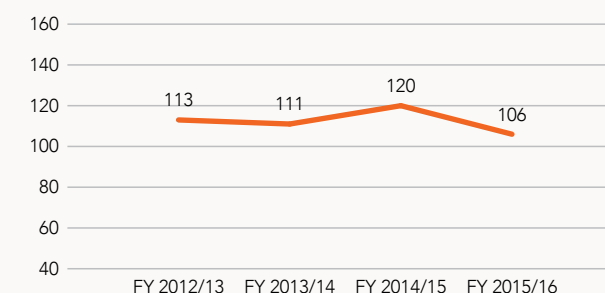
Training/Development

RedR roster members all have access to capacity training development with support offered by RedR Australia. Each roster member is eligible for capacity training development, and RedR will prioritise nominations based on competencies needed for the sector, according to UN requirements.

DEPLOYMENTS

Average Length

The standard length of a RedR deployment is three months, with possibility of extension to 6 months. RedR is currently increasing its capacity to support longer term deployments to better address ongoing humanitarian needs in the field.



* RedR Australia reporting period is from July 1st to June 30th



SWISS AGENCY FOR DEVELOPMENT AND COOPERATION (SDC)

BACKGROUND

The humanitarian aid operations of the Swiss Agency for Development and Cooperation (SDC) are an expression of Switzerland's solidarity towards population groups in distress. The Swiss Humanitarian Aid department focuses on emergency aid, the reconstruction and rehabilitation of disaster-stricken areas, and disaster risk reduction. It places the victims at the centre of its engagement in a spirit of neutrality, independence and impartiality.

Swiss Humanitarian Aid is one of the four departments of the Swiss Agency for Development and Cooperation, integrated in the Federal Department of Foreign Affairs. It is involved in protecting the interests of vulnerable population groups prior to, during and after periods of conflict, crises or natural disasters.

In general, the protection of civilians in conflict zones and disaster prevention are the ultimate determinants for the elaboration of projects. Switzerland's participation in humanitarian decisions and operations conducted at the international level is also of central importance.

Swiss Humanitarian Aid activities are focused on four priority areas: Environment

and Disaster Risk Reduction (DRR), Water, Sanitation and Hygiene (WASH)/Water and Environmental Sanitation (WES), Protection and Sexual and Gender-Based Violence (SGBV). In parallel to its bilateral interventions, Swiss Humanitarian Aid seeks close cooperation with international humanitarian organisations. These two modes of action are mutually reinforcing when the impact of field experience can be used to influence operations organised at the multilateral level.

The following three priorities determine Swiss Humanitarian Aid's international action:

1. Maintenance and strengthening of partnerships with the ICRC and UN's humanitarian organisations.
2. Active participation in decision-making processes to improve the effectiveness and good governance of humanitarian aid at the global level ('Post-Hyogo' framework of action, World Humanitarian Summit, International Conference of the Red Cross and Red Crescent, etc.).
3. Continual advocacy of international humanitarian law and its principles, in particular, concerning the protection of civilians during armed conflict.

FUNDING

Standby Partner Deployments

The Swiss Humanitarian Aid department has its own budget of which approximately a third is dedicated to support its key UN partners through financial contributions (un-earmarked/ earmarked generally at country level), secondments and other in-kind contributions. While the level of financial contributions for each agency is determined at the beginning of the year, the budget for secondment is flexible and adjusted to the needs and availability of experts. Funds for secondments are managed by Operational Desks who evaluate and decide on the relevance of proceeding with a request for secondment.

PRIORITY REGIONS/COUNTRIES

Strategic Priorities

Primary roster activities are concentrated in 13 areas: Middle East, North Africa, The Sahel (Burkina Faso, Chad, Mali, and Niger), South Sudan, Central African Republic, Democratic Republic of Congo, Horn of Africa, Sri Lanka, Myanmar, North Korea, Colombia, Haiti and Liberia (Ebola)

PROFILES

Core Profiles

See Table 1.

Profile Developments

SDC is increasingly focusing on developing Protection/Child Protection, Environment and Disaster Risk Reduction (DRR) profiles.

Member Experience

There are varying levels of experience across the organization which range from 1 to over 5 years.

Active Membership

SDC has 639 active members and 195 members on reserve.

Gender Distribution

24% female and 76% male.

ROSTER DEVELOPMENT

Recruitment Process

Member selection is based upon Swiss citizenship, candidates experience (5 years professional of which 2 in humanitarian work desired), language skills (English, German and/or French) and mission availability (6+ months).

Induction Training

A number of courses constitute induction training for new roster members: Institutional issues and positioning of the Swiss Humanitarian Aid unit with the Federal Department of Foreign Affairs and within SDC, Crisis Management and Assessment, Protection (legal, coordination, mandated agencies, partnership, etc.), Actors in Humanitarian Aid (UN, National/local authorities, NGOs/civil

society), Emergency Response Mechanisms (SDC mechanisms, UNDAC, Clusters and Transformative Agenda, etc.), Security, Project Cycle Management, Mission Cycle, FDFA and SDC rules and regulations.

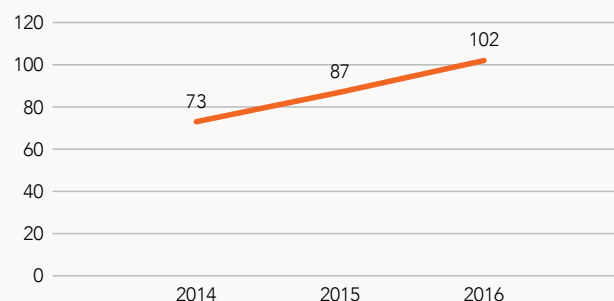
Training/development

Roster members can go on mission with other institutions to develop and maintain knowledge. In addition, there are internal and external trainings available.

DEPLOYMENT DATA

Average Length

Deployments have a wide range of duration from 1–2 weeks for rapid response units and up to 2–4 years for secondments with extensions.



* SDCs roster deployments by year.



WASH Program, Nepal

Photo credit: RedR Australia/Nicole Hahn



Schweizerische Eidgenossenschaft
Confédération suisse
Confederazione Svizzera
Confederaziun svizra

CENTER FOR INTERNATIONAL PEACE OPERATIONS (ZIF)

BACKGROUND

In close cooperation between the Federal Government of Germany and the Bundestag (German Parliament), the Berlin Center for International Peace Operations (ZIF) was established to strengthen German civilian capacities in international peace operations.

From the recruitment of civilian experts for the Organisation for Security and Cooperation in Europe (OSCE), EU or UN missions, followed by training to policy advice for subcommittees of the Bundestag – the Center for International Peace Operations provides “one-stop” service and expertise on peace operations. ZIF’s integrated approach, combining training, human resources, and analysis under one roof, is internationally recognised as a leading model.

ZIF’s mandate is to strengthen civilian capacities for crisis prevention, conflict resolution, and peacebuilding. Part of ZIF’s core mandate is to maintain an expert roster of qualified German personnel for international peace operations and election observation missions.

In July 2011 ZIF signed a Standby Partnership agreement with the Office for the Coordination of Humanitarian Affairs (OCHA). The main objective of this cooperation is to provide OCHA missions with qualified and suitable German personnel from its Standby roster and to support training activities of OCHA.



*European Refugee Crisis, former Yugoslav Republic of Macedonia.
Photo credit: RedR Australia/Carly Learson*

FUNDING

Standby Partner Deployments

The German Federal Foreign Office funds the cooperation. Starting from July 2015 ZIF, in cooperation with the German Federal Foreign Office, implements multi-annual funding.

PRIORITY REGIONS/COUNTRIES

Strategic Priorities

Deployment priorities are the regions/countries, where international/multi-lateral peace operations of EU, OSCE and UN are mandated and on the ground. Nominations within the Standby Partnership follows humanitarian principles and are needs based.

PROFILES

Core Profiles

Core profiles include: Civil Affairs, Democratisation, DRR, Security Sector Reform (SSR), Civil-Military Cooperation, Elections, Human Rights, Humanitarian Affairs, Refugee Affairs, Infrastructure and Economic Affairs, IT management, Logistics and Supply, Media Development, Mission Management, Administration and Support, Monitoring & Reporting, Political Affairs, Mediation (Support), Press and Public Information, Rule of Law and Legal Affairs and Public Administration.

Member Experience

ZIF has a minimum requirement of 3 years' relevant working experience. The roster consists mainly of P3 and P4 level members.

Active Membership

1080 active roster members out of which 137 are currently on long-term deployments.

Gender Distribution

42.78% female and 57.22% male.

ROSTER DEVELOPMENT

Recruitment Process

Core requirements include professional experience in the relevant area of expertise, international experience (in peace operations, development or humanitarian affairs), language skills (in addition to English particularly in French, Russian, and Arabic), regional experiences, German Citizenship and deployment availability.

The recruitment process to the roster consists of several stages:

1. Paper based screening of applications,
2. Competency Based Interview (Competencies: Professional Integrity, Intercultural Sensitivity and Tolerance, Communication, Working with others as well as Drive and Resilience) and
3. An Introduction Training/Core Course (including Hostile Environment Awareness Training – HEAT).

Induction Training

ZIF introduction training “Core Course for Peace Operations” is 2 weeks in length, and covers a broad set of themes including: international organizations (UN, EU, OSCE, etc.), history and current state of peace operations, cultural and gender awareness, mediation, conflict management, etc. It is built around a scenario and stresses a participant-centered approach to learning. The course includes a 5 days Hostile Environment Awareness Training that is conducted by the German Armed Forces on the following topics: mine awareness, orientation in the field, radio communication, behaviour at check points, ambushes and behaviour in complex risk situations. In addition, all participants participate in an off-road driving course.

Training/Development

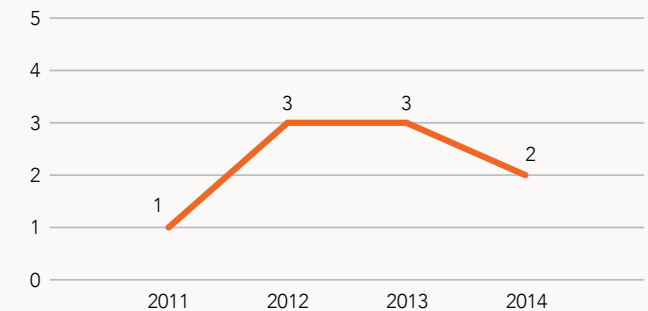
ZIF roster members regularly participate in trainings conducted by ZIF and/or ZIF's partner organizations (e.g. ENTRi).

DEPLOYMENT DATA

Average Length

1 year for secondments to peace operations, 3 to 6 months for Standby deployments.

Since the beginning of 2015, ZIF has introduced a temporary cessation of Standby deployments due to adaptations in the German secondment/ deployment legislation. The aim is to provide Standby personnel with better national social insurance and tax guarantees. The resumption of Standby deployments is planned for the second half of 2017.



* ZIF's Standby deployments by year.



TABLE 1

ROSTER EXPERTISE

PROFILE	CANADEM	DEMA	DRC	DSS Water	Irish Aid	JRR	MapAction	MSB	NCA	NORCAP	RedR	SDC	ZIF
Camp management	✓	✓	✓		✓					✓	✓		✓
Cash & voucher	✓		✓		✓					✓	✓	✓	✓
CCCM	✓		✓	✓						✓	✓		✓
Child protection	✓		✓		✓	✓				✓	✓	✓	✓
Civil/Military coordination	✓	✓	✓		✓			✓		✓	✓		✓
Civil/Structural engineering	✓	✓	✓	✓	✓			✓		✓	✓	✓	✓
Cluster	✓		✓	✓	✓			✓	✓	✓	✓	✓	✓
Communications/Reporting	✓	✓	✓		✓			✓		✓	✓	✓	✓
Country director/Chief of party	✓												
Data analytics	✓		✓							✓	✓		
Database expert	✓		✓							✓	✓		
DRR/Emergency prep. & response	✓	✓	✓	✓	✓			✓		✓	✓	✓	
Early recovery	✓		✓	✓	✓			✓		✓	✓	✓	
Electoral monitoring	✓									✓	✓		✓
Electrical engineer	✓	✓	✓		✓			✓		✓	✓		
Emergency shelter	✓		✓	✓	✓			✓		✓	✓	✓	
Environmental emergency	✓			✓				✓				✓	✓
Explosive ordinance disposal	✓							✓					✓
Fleet manager	✓	✓	✓		✓			✓		✓	✓	✓	
Food security	✓		✓		✓					✓	✓	✓	✓
Gender/Gender based violence	✓		✓		✓	✓		✓		✓	✓	✓	✓
Human rights	✓		✓			✓				✓	✓	✓	✓
Humanitarian affairs	✓		✓		✓			✓		✓	✓	✓	✓
Humanitarian/Emergency coordination	✓		✓	✓				✓		✓	✓	✓	
Information management/GIS	✓	✓	✓		✓		✓	✓	✓	✓	✓	✓	✓
Logistics	✓	✓	✓		✓			✓		✓	✓	✓	✓
M&E	✓				✓					✓	✓		
Management & administration	✓									✓		✓	✓
Medical/paramedical	✓	✓						✓				✓	✓
Mine action/awareness	✓				✓			✓					
Nutrition	✓				✓					✓	✓		✓
Operations	✓												
Policing/Security	✓					✓		✓				✓	✓
Project management	✓			✓	✓					✓	✓	✓	✓
Public health	✓		✓	✓	✓					✓	✓		✓
Search & rescue	✓										✓	✓	
Telecoms/IT	✓	✓	✓		✓		✓	✓		✓	✓	✓	✓
Warehouse management	✓	✓	✓		✓			✓		✓	✓	✓	✓
WASH	✓		✓	✓	✓			✓	✓	✓	✓	✓	✓

GRAPH 1

FRENCH, SPANISH AND ARABIC PROFICIENCIES ACROSS THE PARTNERS

Note: Working knowledge of English is a base requirement for roster members

