HUMANITARIAN ENABLERS

ENVIRONMENTAL SERVICES SUPPORT SUPERVISOR, SOUTH SUDAN
Committed to Good (CTG) is a specialised People Solutions and Project Management provider to the humanitarian community in the most challenging locations. In operation since 2006, CTG recruits, deploys and manages over 10,000 staff, in 25 fragile and conflict-affected countries in the Middle East, Africa and Asia, taking full responsibility for their safety and wellbeing.

From doctors to drivers, our people work across a range of projects and skills: from setting up and running Ebola clinics in Liberia, drafting a new constitution in Somalia, to rebuilding local infrastructure in the remotest regions of Afghanistan. CTG has teams in countries including Afghanistan, Iraq, Somalia, South Sudan, Yemen and Libya - placed on the ground to affect the greatest impact. Thanks to local networks, experience in conflict zones and attention to duty of care, CTG is able to reach high-risk locations in the remotest of regions, going where most people can’t.

Key to successful project delivery is the ability to mobilise at speed, placing people on the ground in as little as 48 hours. CTG is cost effective, saving our partners time and money, responsible, taking full liability for all of staff, and local, with nearly 90% local national staff. CTG is a local company, with global standards, committed to doing good.

CTG’s mission is to bring about gender equality in humanitarian employment in conflict-affected countries, and encourages others to do the same.

The #FemaleFirst initiative, launched in 2017, is an ambitious goal to hire at least 30% women by 2030 – challenging stereotypes of where women can and should work.

CTG actively supports the Sustainable Development Goals (SDGs), specifically gender equality (SDG 5), decent work (SDG 8), and peace, justice and strong institutions (SDG 16).

AWARD-WINNING CTG
In 2018, our CEO Alice Laugher was recognised as an SDG Pioneer for Women’s Empowerment in Conflict Settings by the UN Global Compact.

In 2019, Alice was awarded the Oslo Business For Peace Award which recognises business leaders who see business as a tool for change.

CTG was also awarded ‘Most Female Friendly Employer’ by the Women In Leadership Forum.
HOW CTG DRIVES HUMANITARIAN PROJECTS

PEOPLE SOLUTIONS
Recruiting, headhunting and presenting best-fit candidates to our clients. Personnel management, including handing out performance issues, role changes, terminations and legal matters.

PROJECT MANAGEMENT
We use our local network to mobilise, at speed, large-scale projects on the ground.

CASH SOLUTIONS
Planning and implementing transparent schemes to distribute cash, with verification and reporting, to vulnerable communities.

FLEET MANAGEMENT
Overseeing all fleet maintenance activities including safe delivery and monitoring of fuel consumption.

MONITORING & EVALUATION
CTG staff create and implement M&E frameworks and mechanisms, including food aid monitoring, demining activities, tracking of migrants and refugees, and monitoring the usage of building materials in Gaza.

TRAINING & CAPACITY BUILDING
Providing subject matter experts to help restore governance. CTG staff also design and deliver Security Sector Reform training programmes.

PROCUREMENT & LOGISTICS
CTG delivers agile, scalable and cost-effective logistics and supply chain services to support our partners in their work.

WHY CHOOSE CTG? ✓ SPEED ✓ ACCESSIBILITY ✓ LOCAL

RAPID RESPONSE & SPEED OF MOBILISATION
The ability to source, screen and mobilise teams of experts in short timeframes.

LOCAL NETWORKS
We pride ourselves on hiring 90% local staff and ensuring that 90% of revenue returns to the local economy – making sure that the community benefits from the opportunities these projects bring.

EFFECTIVE RECRUITMENT
Specialised in sourcing qualified international and national staff globally and leading in sourcing local and international women to work in conflict settings.

OUR EXPERTS
A roster of 31,000 highly skilled international and national industry experts, providing a capability to respond in 24 hours.

ETHICS
We adhere to the highest levels of ethical management and corporate governance. CTG’s policy, procedures, training, mitigation measures and whistleblowing systems protect staff, clients and the company against Code of Conduct violations, including harassment.

SUSTAINABILITY
With a strategy to 2023 in line with the 2030 Agenda for Sustainable Development and programmes, projects and activities which ensure local and international impact. Find our Sustainability Reports on our website.

DUTY OF CARE
Security and safety of our staff in the field. Providing high-risk insurance, crisis management, secure accommodation and more. Global 24/7 emergency response.

TECHNOLOGY
Proprietary HR management software, MyCTG, for efficient personnel management, timesheets, leave, safety and emergency response. An online one-stop shop for all HR needs related to the contract with CTG.
COMMITMENT TO DUTY OF CARE

13 years’ experience managing staff in conflict-affected countries requires 24/7 on-the-ground medical and emergency response capability. Duty of Care is crucially important in Somalia and our experts routinely visit field locations to conduct assessments, ensure staff safety, well-being and robust mitigation measures. Security is provided where necessary and training includes Hostile Environment Awareness Training (HEAT), SafeTrip and the UNDSS BSAFE e-learning course. CTG is also in the process of developing our own Duty of Care e-learning course.

SAFEGUARDING OUR STAFF

With a zero tolerance approach to abuse, bullying, violence, exploitation, discrimination and harassment, our expectation is for all staff to uphold both our reputation and that of our clients, the United Nations and other international organisations. Ensuring a safe and empowering workplace for all is a priority. Awareness, safeguarding and other prevention trainings are mandatory for all staff, as well as courses explaining gender and human rights concepts, inclusion, international standards and understanding gender mainstreaming.

1. THE PREVENTION OF SEXUAL EXPLOITATION AND ABUSE (PSEA)

This course is designed to raise awareness about Sexual Exploitation and Abuse (SEA), educate on its impact on victims, and provide a range of measures to combat SEA.

2. PREVENTION ON SEXUAL HARASSMENT AND ABUSE OF AUTHORITY

The course provides guidance on the UN’s policy and procedures on harassment with a view to fostering the creation of a harmonious working environment, free from intimidation, hostility, offence and any form of discrimination or retaliation.

3. I KNOW GENDER: AN INTRODUCTION TO GENDER EQUALITY FOR UN STAFF

This eLearning course explains gender concepts, the international framework and gender within the UN programme cycle.