Nasra Mohamed Ahmed, Monitoring & Evaluation Consultant, across Gaalgadud, Mudug and Hiraan, Somalia
PEOPLE SOLUTIONS,
ENABLING CHANGE

ABOUT US
Committed to Good (CTG) is a specialised People Solutions provider offering a rapid and cost-effective service for development and humanitarian missions. A pioneering private sector company set up in 2006 to specifically to staff humanitarian and development projects, CTG has worked in more than 25 fragile and conflict-affected countries and has placed more than 20,000 staff all over the world.

WHAT WE DO
CTG recruits, deploys and manages the right people with the right skills to implement humanitarian and development projects, from cleaners to obstetricians, mechanics to infection specialists, field co-ordinators to civil engineers. Key to successful project delivery is the ability to mobilise at speed; CTG can source and deploy anyone, anywhere, in less than 2 weeks and have done so in 48 hours on a number of occasions.

WHY CTG?
Through our efficient and agile HR, logistical and operational services, CTG saves multilateral organisations time and money. We handle all our clients’ HR-related issues, so they are free to focus on their core services.

HUMANITARIANS
DEPLOYED BY CTG
ACROSS AFRICA, THE
MIDDLE EAST AND
CENTRAL ASIA

OUR DUTY OF CARE
POLICY TRANSFERS
YOUR LIABILITY TO
US AND ENSURES
THAT TEAM SAFETY
IS ALWAYS OUR TOP
PRIORITY

OUR ACTIVE LOCAL
NETWORKS – BUILT
OVER 14 YEARS –
SUPPORT LOCAL
RECRUITMENT AND
DUTY OF CARE TO
STAFF. THE NETWORKS
HELP US ACT QUICKLY
IN THE EVENT OF AN
EMERGENCY IN HARD
TO REACH LOCATIONS,
PROVIDING EFFECTIVE
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WE MANAGE
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20k
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25
CTG OPERATIONS IN
POST-DISASTER AND
CONFLICT-AFFECTED
COUNTRIES

31K
VETTED
HUMANITARIANS IN
CTG DATABASE IN 159
COUNTRIES

91%
OF CTG STAFF
ARE LOCAL

CURRENT COUNTRIES
OF OPERATION
COUNTRIES PREVIOUSLY
OPERATED IN
CTG HEADQUARTERS
CTG COUNTRY OFFICES

SAFETY COMMAND CENTRES
CTG DELIVERS A LOCALLY BASED, HANDS-ON OPERATION.
WE HAVE CTG TEAMS IN COUNTRIES INCLUDING AFGHANISTAN, IRAQ,
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SOMALIA
20% of our staff are women in Somalia, and the team has worked with Somali ministers in support of gender equality.

SOUTH SUDAN
CTG staff manage a River Convoy which travels along the Nile River to transport food all over South Sudan.

YEMEN
CTG staff worked on solar energy projects to deliver solar power to essential infrastructure such as schools, government facilities and hospitals.

IRAQ
Our Mine Action consultants train and mentor local Iraqi police in Explosive Hazard Management, Capacity Enhancement, and Risk Education.

AFGHANISTAN
CTG teams work on programmes such as strengthening municipal governance, land management and finance; distributing assistance and emergency housing to displaced persons; fleet management and monitoring the delivery of food. 99% of our nearly 2000 staff are local.

GAZA
Recruited and manage a team of 250 female and male engineers who monitor the reconstruction of buildings and infrastructure and the appropriate use of materials.

20k
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OUR SERVICES

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

RECRUITMENT
Sourcing, headhunting, vetting and presenting best-fit candidates to our clients.

VETTING
Screening for education, qualification, work experience and any known watch lists.

ADMINISTRATION
Ensuring the correct approvals, records and documents are all in place and regularly audited.

PERSONNEL MANAGEMENT
Handling of performance issues, terminations, role changes and all legal matters.

DEPLOYMENT
Arrangement of all travel logistics from visas to flights to airport pickups and transit.

CONTRACT MANAGEMENT
Providing compliant legal agreements which protect staff whilst providing flexible solutions.

PAYROLL SERVICE
Preparation and payment of salaries and fees through multiple channels; handling of complex banking and money-transfer relationships.

AUTOMATED HR
Cloud-based self-service platform for core HR functions such as timesheets, leave management, expenses, payroll and approvals called MyCTG.

LEGAL SUPPORT
Company set-up, employment law compliance, dispute management.

OTHER SERVICES OFFERED:

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.

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SAFEGUARDING OUR STAFF AND CLIENTS

With a zero tolerance approach to abuse, bullying, violence, exploitation, discrimination, harassment and corruption, our expectation is for all staff to uphold both our reputation and that of our clients as stated in our Code of Conduct. Ensuring a safe and empowering workplace for all is a priority, which is why CTG has a confidential Whistleblowing mechanism.

COMMUNITY TO DUTY OF CARE

- High-risk insurance
- A 24/7 on-the-ground medical and emergency response capability, run by our crisis management team
- Security is provided where necessary and CTG can offer secure living and working
- Staff adhere to CTG’s movement approval system Safetrip
- CTG in-country teams routinely visit field locations to conduct assessments and ensure staff safety and wellbeing.
- Compulsory training includes Hostile Environment Awareness Training (HEAT) and UNDSS BSAFE

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Confidential online counselling support is available to all CTG staff; the independent counselling team have backgrounds within the humanitarian and development sectors.

CTG Learning is in partnership with Open Briefing, a non-profit that provides duty of care support and training to humanitarians worldwide.

THE NUMBER OF FREE SESSIONS PER YEAR.

ADDITIONAL SESSIONS AVAILABLE FOLLOWING CRITICAL INCIDENTS.

THE NUMBER OF LANGUAGES AVAILABLE.

We are dedicated to a quality service delivery. Our internationally recognised ISO9001 certification is testament to this – another reason why CTG is a trusted partner for humanitarian projects.
HOW WE CREATE IMPACT

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

GOAL: TO HIRE AT LEAST 30% WOMEN BY 2030

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). We have hosted two Committed to Good Summits, one in Gaza and one in Somalia, which brought together hundreds of guests from both the private, public and NGO sectors, and created dialogue and action around the implementation of the Sustainable Development Agenda.

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.

FEMALE REPRESENTATION IN CTG ROLES IN 2020

- Somalia: 25%
- Libya: 10%
- Afghanistan: 16%

Veronica Mutakyala, Workshop Supervisor, South Sudan. Veronica leads Traffic Monitoring Assistant Workshops and organises the spare parts supply chain. Read her story here.

Photographer: Anthony Jouannic