



# CTG

Committed to Good

## HUMANITARIAN PROJECT SUPPORT IN FRAGILE ENVIRONMENTS





# HUMANITARIAN ENABLERS, COMMITTED TO GOOD

A trusted partner for implementing rapid-response and development projects in fragile and conflict-affected countries, CTG provides employment and logistic services in the world's most challenging environments.

From food distribution in Sierra Leone and gender equality programmes in Somalia, to public sector reform in Iraq and de-mining in Mali, our capabilities are as diverse as the issues on our world's agenda.



## WHO WE ARE

CTG stands for 'Committed To Good'. With an ethical approach at the heart of our business, it's a description that makes us proud. In operation since 2006, today we are honoured to serve clients in 25 fragile and conflict-affected states assisting with disaster relief, peace building, humanitarian aid and development programmes.



10.5k

Experts deployed by CTG across Africa, the Middle East and Asia



25

CTG operations in post-disaster and conflict-affected countries



25k

Vetted humanitarian experts in CTG database



# HOW WE CAN HELP

Throughout our history CTG has supported large organisations and humanitarian missions through our specialised recruitment, HR management and operational services. Key to successful project delivery is our ability to mobilise at speed, our grass-root networks and our in-depth knowledge of the working realities in challenging locations.















## 1. PROJECT MANAGEMENT AND IMPLEMENTATION

We support our clients at all stages of the project life-cycle, from detailed planning and design to implementation through to evaluation. We take pride in our responsiveness and our ability to reduce costs and solve problems.

-  Rapid Response
-  Monitoring and Evaluation (M&E)
-  Human Rights
-  Reintegration of Refugees and Internally Displaced Persons
-  Mine Action
-  Food Distribution
-  Gender Equality
-  Infrastructure Rehabilitation
-  Community Development
-  Governance
-  Training and Capacity Building
-  Fleet Management
-  Election Monitoring
-  Disarmament, Demobilisation, Repatriation
-  Cash and Voucher Schemes







## 2. HUMAN RESOURCES

CTG takes on all employment services so clients are free to focus on the important task at hand. We have an impressive track record in recruitment and in providing a full support service to staff deployed in post-conflict areas.

-  Recruitment
-  Vetting
-  Administration
-  Deployment
-  Surge Support Mobilisation
-  Contract Management
-  Induction Briefing/Training
-  Personnel Management
-  Logistics and Leave Management
-  Payroll Services
-  Automated HR
-  Legal Support
-  Data Protection






## 3. DUTY OF CARE

We mitigate the risk for our in-country teams through rigorous security measures, as well as high-risk insurance and secure accommodation.

-  High-Risk Insurance Coverage and Claims Processing
-  Crisis Management
-  Security
-  Tracking and Monitoring
-  Emergency Medical Response Plans
-  Evacuation Planning & Services
-  Secure Office and Living Facilities

## 4. LOGISTICS AND PROCUREMENT

From setting up operational, secure offices to ensuring cost efficiency through collaborative partnerships, CTG ensures your in-country experience runs smoothly.

-  Facilities Management
-  Set up and management of remote offices and accommodation
-  Delivery of Non-Food Items
-  Supply Chain Management
-  Procurement of Operational Equipment



# WHAT CTG STANDS FOR



“At CTG we are passionate about making a positive impact. For us, business operations are opportunities to advance the 2030 Agenda for Humanity and make a difference.”

Alice Laughler, CEO



## WE ARE COMMITTED TO GOOD.

### AT CTG AN ETHICAL APPROACH IS CENTRAL TO EVERYTHING THAT WE DO, PROVIDING OUR CLIENTS WITH PEACE OF MIND.

Respect for the fundamental human rights of our staff, and those our staff encounter, is a cornerstone of our values. We strive for gender equality, inclusion and diversity, providing fair and equal opportunities for all, as well as ensuring that our staff receive a living wage. We take a zero tolerance approach to corruption; our monitoring and evaluation systems upholding our commitment to cost management and anti-corruption practices. We stay true to local labour laws and all local statutory requirements.

At CTG, 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 enabling humanitarian projects.



# TOGETHER WE CAN

CTG is a signatory of the UN Global Compact, Women’s Empowerment Principles and Business For Peace, and is committed to making the Sustainable Development Goals a reality. Our company has a specific focus on Gender Equality (SDG5), Decent Work and Economic Growth (SDG8) and Peace & Justice (SDG16). These are areas that we know we can make a real impact.



## BUSINESS FOR PEACE

- Working in fragile, post-conflict environments, CTG ensures that the work we do helps create economic growth and paves the way for a peaceful future.
- In Somalia, we work alongside government and businesses, UN agencies and foreign embassies, to assist in the transition to peaceful living where locals are not tempted by the payments of Al-Shabab militants to provide for their families.
- In South Sudan, our projects have empowered refugees by creating employment within the refugee camps that are now home.
- In Gaza, our engineering monitors are part of projects that enable construction and reconstruction work on a large scale, improving the lives of local residents.



## GENDER EQUALITY GOALS

1. Female First pledges that by 2030, 30% of all project-related roles will be represented by women.
2. To help educate local communities and families on unconscious bias and to encourage their mothers, wives and daughters to get a good education and to be permitted to work.

# ON THE GROUND

You'll find CTG in a combination of remote, austere, conflict-prone and post-disaster environments, from the Middle East to West Africa.



**“We are on the ground; we have spent years building effective local networks and know-how that enable us to solve problems and get the job done.”**

**James Veysey, COO**

## LIBERIA

**Supporting Emergency Medical Response:** CTG provided on-the-ground support to the first US-led Ebola Treatment Unit, mobilizing a rapid-response Emergency Medical Team. CTG also managed a further 500 staff in-country.

## GAZA

**Redevelopment and reconstruction:** CTG recruited and manages a team of 200 male and female engineers in Gaza; projects include the reconstruction of buildings and infrastructure as well as the monitoring of materials.

## LIBYA

**Helping Those In Need:** CTG provides social workers who operate in the detention centres, providing support to the thousands of migrants and refugees. They track where people have come from, helping those who want to return home and assessing health issues. CTG has been in country since 2012.

## SOUTH SUDAN

**Restoring Dignity:** CTG has helped create hundreds of jobs for internally displaced people (IDPs) in the most austere areas of the country, providing a range of essential camp management services. The IDP camps can hold up to 130, 000 people.

## SUDAN

**Fleet Management for Food Distribution:** CTG successfully transported 600 metric tonnes per month across the country, ensuring timeous delivery. CTG has similar contracts in Sierra Leone and Afghanistan.

## SOMALIA

**Fighting Famine:** On a yearly basis CTG monitors and evaluates the feeding and food distribution for 1.9 million Somalis, who receive food or food tokens, to ensure the prevention of malnutrition and famine in the most remote regions of the country.

## PAKISTAN

**Supporting Education:** CTG assisted with monitoring the construction and physical verification of schools in FATA regions of Pakistan. The project ensured that resources and efforts were not wasted and paved the way for more children to receive education in the region.

## AFGHANISTAN

**Justice and Strong Institutions:** CTG assisted the Independent Electoral Complaints Commission (IECC) for the provincial and national elections, across all 34 provinces. CTG currently has 1000 staff in country.

## IRAQ

**Making Homes Safe** CTG provides de-mining experts who are training local teams on how to handle the Emergence Explosive Hazards (EEH) left behind by Da'esh so that 3.5 million Internally Displaced People (IDPs) can return to their homes, safely.



# PEOPLE SOLUTIONS, ENABLING CHANGE

At CTG, we value the calibre of our staff, both local and international, male and female – diversity and inclusion is a key part of our business strategy. Together we have made life-changing humanitarian projects possible around the world.



“I feel like I made a big difference in the life of the Ebola victims. I’m proud that I played my part in strengthening the healthcare system. We were well taken care of, so I wasn’t too nervous, although I’d never seen anything like the Ebola pandemic before. The experience was intense but I felt properly supported because CTG provided a lot of care to their staff. Most of our work revolved around taking great care with the infection, prevention and control. We always wore protective clothes from head to toe.”

**Celestine Olale**, Liberia,  
Head Nurse, Ebola Treatment Units



“I face serious mobility challenges but CTG didn't let this stand in the way of my work. They acknowledged that they might not have all the answers as to how to support me but that with my help they could make it happen. And they did. I think I gave CTG perspective to think more deeply about how to make things accessible for those with disabilities. From easy access to the dining room, to being a priority when it was time to head to the bunker, to travel arrangements – they not only enabled me to work but made me enjoy my life there.”

**Tahmina Rahman**, Somalia,  
Gender and Development Consultant



“Through the work that we’re doing we’re creating a good foundation to the Malian administration, making its police and army a strong tool for the stability of its country. On a personal level, I’m working in one of the most dangerous areas in Mali and knowing that CTG has emergency medical response plans and high-risk insurance coverage gives both me and my family peace of mind.”

**Carlos Serrano Mesa**, Mali,  
Operations/Quality Assurance Officer  
for Demining



“Working as a civil engineer here is challenging, not least because it’s a gender-sensitive work environment. Construction sites are considered as a workplace suitable for men, only, where women’s roles are limited. I appreciate the open-door policy I have with CTG – my managers are always transparent and update us instantly with any concerns or changes. This direct connection makes me feel secure and helps me do my work. And there is much work to be done.”

**Salwa Nassar**, Gaza,  
Civil Engineer

# PLACE YOUR TRUST IN CTG



"CTG has established itself as a leader in a complex and niche environment, working in the most remote and difficult places in the world. We're well placed to help where help is needed the most."

Alexander Bethell,  
Senior Vice President



### OUR EXPERTS

CTG has a unique database of highly skilled international and national industry experts.



### OUR RECRUITMENT TEAM

We are specialised in sourcing qualified international and national staff globally.



### RELIABILITY

Our Account Management team is available 24/7.



### RAPID RESPONSE

Ability to rapidly mobilise teams within seven days.



### ON THE GROUND

Our operations teams have established local life support, security and auxiliary service providers in our areas of operations.



### GLOBAL PRESENCE

CTG has operations in 25 countries and can support its clients and staff across the Middle East, Africa and Asia and Latin America.



### COMPLIANCE

Our staff employment contracts comply with local labour laws and our local legal entities comply with all local statutory requirements.



### ETHICS

CTG conducts training and induction on our Code of Conduct Compliance and Ethics Sustainability Programme for all staff. These are translated into local dialects for national employees, as are our local contracts when required.



### SUSTAINABILITY

CTG actively builds local capability in all areas of operation, is a founding member of the UNGC in the UAE and is dedicated to the global Agenda For Sustainable Development.



### DUTY OF CARE

We look after the wellbeing, security and safety of our in-country teams, providing high-risk insurance, crisis management, secure accommodation and more.



# MAKING A DIFFERENCE

## TO OUR CLIENTS

We are trusted and ethical enablers supporting humanitarian missions through to completion.

With a zero-tolerance approach to corruption, we pay local staff a living wage and are operationally compliant with local regulations.

Our experience and networks make us a reliable partner in unreliable situations. Our tried and tested recruitment processes mean that we can find the right people for the role, quickly, without compromising on process.

Internationally compliant, our services mitigate the risk of reputational damage for clients. With regional and local experience on the ground, we provide best-value solutions that are right for both our clients and the local communities.

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## TO OUR STAFF

CTG offers the opportunity to work on impactful projects with key agencies who are tackling some of the world's most complex humanitarian and development challenges.

CTG's staff are selected for their experience, skills, genuine interest in adding value to developing nations, and to maintain gender and ethnic diversity.

We ensure the safety and provision of duty of care is extended to all those we are charged with protecting. Our staff's wellbeing and peace of mind is paramount, which is why we provide secure and comfortable accommodation and high-risk insurance.

**We look forward to hearing from you.**





