



CTG

Committed to Good



HUMANITARIAN
ENABLERS

Nasra Mohamed Ahmed,
Monitoring & Evaluation
Consultant, across Galgadud,
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 specifically to staff humanitarian and development projects, CTG has worked in more than 30 fragile and conflict-affected countries and has placed more than 30,000 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 has 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.

40K

VETTED
HUMANITARIANS IN
CTG DATABASE IN 159
COUNTRIES

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 15 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
SUPPORT ON THE
GROUND.

30k

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



19

CURRENT COUNTRIES
OF OPERATION

30

COUNTRIES WE
HAVE PREVIOUSLY
OPERATED IN

93%

OF CTG STAFF
ARE LOCAL



OUR SERVICES

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.

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

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

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

DUTY OF CARE
Taking on the wellbeing, security and safety of our in-country teams

QUALITY, COMPLIANCE & INVESTIGATIONS
Managing disputes and ensuring compliance with local labour laws

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

ASSOCIATED SERVICES

CTG provides staff for any humanitarian and development programme. Our further areas of expertise include solutions for:

FACILITIES MANAGEMENT

Recruitment, payroll, management and quality control of facilities servicing staff from cleaning and vermin control to water production and IT installation. In-depth knowledge of the management and implementation of such services in camps operating within complex environments.

AVIATION SERVICES

Recruitment and HR management of aviation staff as well as management and operational oversight of airfields, in full compliance with regulatory frameworks ensuring quality of services, security, safety and integrity of operations.

ELECTION SUPPORT

Recruitment drives, HR management, programme management, implementation support, logistics and procurement are all ways that CTG has contributed to smooth-running election processes in complex environments over the years.

MONITORING & EVALUATION

Supporting clients since 2007 through provision and management of male and female Third Party Monitors across insecure, difficult-to-access areas, monitoring a range of activities from emergency food assistance to activities supporting school attendance. Rapid intervention capabilities include recruitment, data collection, final analysis and report writing.

FLEET MANAGEMENT

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

PROCUREMENT & LOGISTICS

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



CTG consultants working on de-mining project in Mali.

PROTECTING 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.

COMMITMENT TO DUTY OF CARE

- 

High-risk insurance
- 

A 24/7 on-the-ground medical and emergency response capability run by our crisis management team
- 

CTG in-country teams routinely visit field locations to conduct assessments and ensure staff safety and wellbeing
- 

Security is provided where necessary and CTG can offer secure living and working
- 

Staff adhere to CTG's movement approval system Safetrip
- 

Compulsory training includes UNDSS BSAFE



CTG staff driving into Dadaab, Kenya, the third largest refugee complex in the world.

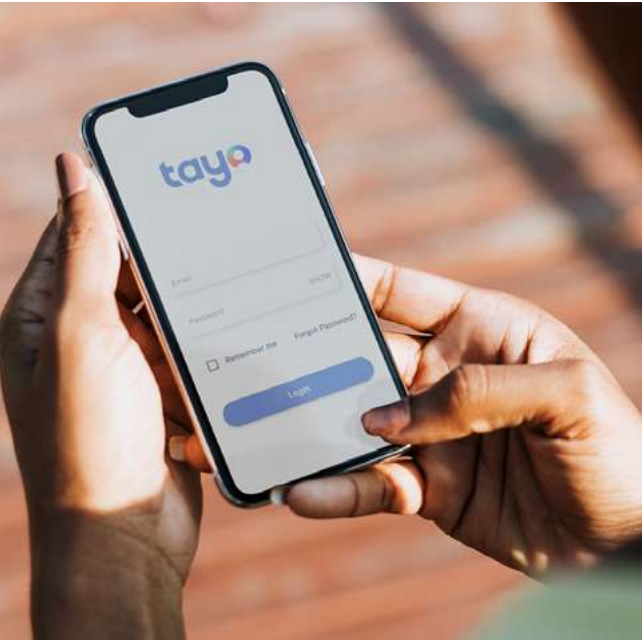
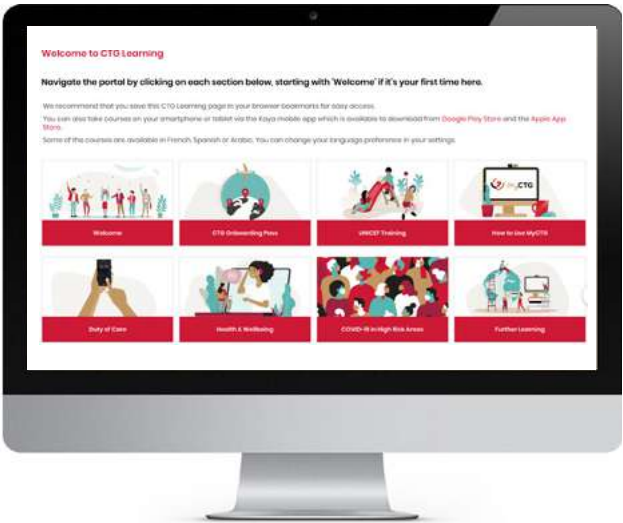
Photographer: Iain Statham

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



Awareness, safeguarding and other prevention trainings are mandatory for all staff through CTG Learning, which is hosted on Kaya, the humanitarian e-learning portal by Save the Children and the Humanitarian Leadership Academy. Available in numerous languages and accessible through an app for on-and off-line completion, the CTG Onboarding Pass is an essential step in the onboarding process, including the following courses and more:

- Prevention of Sexual Exploitation and Abuse
- Safeguarding Essentials
- Equality, Diversion & Inclusion



CTG translated its HR expertise into Tayo, a software designed specifically for the management of staff in complex environments. Tayo is used to streamline the full work cycle of a staff member from onboarding to contract end. Some key functionalities include:

- Submitting timesheets, leave and expenses
- Contract management & performance review
- Geolocation check-in functionality
- Duty of Care: security alerts, medical claim processing, crisis response

Tayo, meaning 'together', is available as both a mobile and web application.

CTG WELLBEING

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

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

6

THE NUMBER OF FREE SESSIONS PER YEAR.

+6

ADDITIONAL SESSIONS AVAILABLE FOLLOWING CRITICAL INCIDENTS.

4

THE NUMBER OF LANGUAGES AVAILABLE.

HOW WE CREATE IMPACT

FEMALEFIRST

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, had an ambitious goal to hire at least 30% women by 2030 – challenging stereotypes of where women should work. This goal has already been reached in many of our countries of operation.

GOAL:
TO HIRE AT LEAST
30%
WOMEN BY 2030

GF0025

FEMALE REPRESENTATION IN CTG ROLES

35%
AFGHANISTAN

35%
NIGERIA

31%
SOUTH SUDAN



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

FEMALE FIRST WORKSHOP, SOUTH SUDAN

CTG has implemented Job Readiness workshops in South Sudan, Somalia and Gaza, to groups of young women with the objective of equipping the participants with the skills they need to launch their career. The workshops follow the Committed to Good Curriculum, a series of 7 educational and interactive models designed by CTG stakeholders. The end goal is to contribute to greater women's economic empowerment in the countries that CTG operates in by partnering in-country with those who share our vision and rolling out further training. Read more [here](#).

COMMITTED TO GOOD SUMMIT

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.



Female graduates from the Female First Career Development Workshop attended the Committed to Good Summit.



Hon. Deqa Yasin Hagi Yusuf, Minister for Women and Human Rights at the CTG Committed to Good Summit, Somalia, November 2019.



Female graduates at the Female First Career Development Workshop in Gaza.

AWARD-WINNING CTG

In 2018, our CEO Alice Laughler 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.



WINNER of the Most Women Friendly Employer Award
WIL Economic Forum



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