



CTG

Committed to Good



**HUMANITARIAN
ENABLERS**

Nasra Mohamed Ahmed, Third Party Monitoring 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 40 fragile and conflict-affected countries and has placed more than 40,000 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, and 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, logistics services 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.

300k+

HUMANITARIANS
REGISTERED ON
CTG'S 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 19 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.



40k

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

36

CURRENT COUNTRIES
OF OPERATION

40

COUNTRIES WE
HAVE PREVIOUSLY
OPERATED IN

97%

OF CTG STAFF
ARE LOCAL



CTG OFFICES
OPERATIONAL JURISDICTIONS

CTG DELIVERS A LOCALLY BASED HANDS-ON OPERATION. WE HAVE CTG TEAMS IN COUNTRIES INCLUDING AFGHANISTAN, GAZA, UKRAINE, LIBYA, YEMEN, NIGERIA, CAR, DRC, SOMALIA AND SOUTH SUDAN.

OUR SERVICES

PEOPLE SOLUTIONS

CTG delivers agile HR and staffing solutions across the full employee lifecycle – from sourcing and mobilising best-fit candidates to managing contracts, performance, legal issues, and duty of care – all within the realities of complex, high-risk environments.

**RECRUITMENT**

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

**DEPLOYMENT**

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

**VETTING**

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

**CONTRACT MANAGEMENT**

Providing compliant legal agreements which protect staff whilst providing flexible solutions

**ADMINISTRATION**

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

**DUTY OF CARE**

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

**PERSONNEL MANAGEMENT**

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

**QUALITY, COMPLIANCE & INVESTIGATIONS**

Managing disputes and ensuring compliance with local labour laws

**PAYROLL SERVICE**

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

**TAYO: AUTOMATED HR**

HR software designed for teams operating in fragile and developing countries. It's how we support and protect our staff in the field.

EXECUTIVE SEARCH OFFERING

CTG's Executive Search is a premium recruitment service for senior and strategic roles. We identify, assess, and place top-tier talent for high-impact positions in fragile and complex environments.



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.

THIRD PARTY MONITORING

Since 2007, CTG has supported clients with the provision and management of male and female Third Party Monitors

in insecure, hard-to-reach areas. Our teams gather reliable, on-the-ground data across a wide range of activities – from emergency food assistance to education access. We offer rapid deployment, from recruitment to data collection and field reporting, helping clients strengthen oversight and accountability.

FLEET MANAGEMENT

CTG provides end-to-end fleet management services, including the coordination of vehicle allocation, preventive and corrective mechanical servicing, monitoring of fuel consumption, and oversight of safe and timely delivery of goods and personnel. Our approach ensures operational efficiency, compliance with safety standards, and optimised vehicle performance in complex and high-risk environments.

PROCUREMENT & LOGISTICS

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

THE VALUE OF WORKING WITH CTG

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.

- 1

FIELD REACH WHERE IT MATTERS MOST

With a deep presence in conflict-affected regions, CTG can access areas where our clients' staff may face restrictions. This means programme continuity even in high-risk or hard-to-reach locations.
- 2

AGILITY YOU CAN COUNT ON

CTG quickly mobilises and demobilises consultants in response to shifting needs, helping clients stay responsive without delays.
- 3

QUALITY AND COMPLIANCE MADE SIMPLE

We oversee onboarding, training, and performance management – ensuring consultants are prepared, accountable, and aligned with programme goals. Our systems support full local labour law compliance.
- 4

EFFICIENCY THAT PAYS OFF

CTG delivers measurable cost savings through a full-service HR model. Clients have seen cost savings ranging from 23% to 75%, depending on project scope and location.
- 5

LOCAL INSIGHT, GLOBAL STANDARDS

97% of CTG's personnel are national staff, offering local knowledge, access, and trust. We also deploy international experts – all managed with the same high standards of compliance, care, and HR excellence.
- 6

SEAMLESS BACK OFFICE SUPPORT

We manage contracts, payroll, performance management, and administrative functions across multiple locations. Our tech-enabled systems simplify operations – and our Ethics Committee and Investigations Team ensure all disciplinary matters are handled with professionalism, fairness, and confidentiality

PROTECTING OUR STAFF AND CLIENTS

In the world's most challenging environments, Duty of Care is non-negotiable. CTG is committed to protecting our people – physically, medically, and psychologically – while giving clients peace of mind that their people are in safe hands.

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

Compulsory training includes UNDSS BSAFE

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

Staff adhere to CTG's movement approval system Safetrip

Features on HR Software Tayo: panic button, movement tracking, geolocation technology

Ethics Committee & Confidential Whistleblowing Mechanism



ASSIST360 | MEDICAL ASSISTANCE PROFESSIONALS

CTG's strong commitment to Duty of Care led to the creation of Assist360, our dedicated in-house medical and emergency response company. With nearly two decades of experience operating in complex and high-risk environments, Assist360 delivers 24/7 support, medical assistance and evacuation, claims management, and travel risk management through a global network of trusted providers.

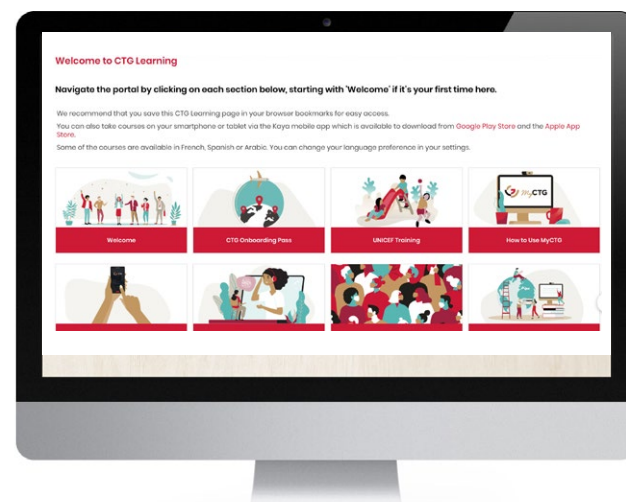
Strengthened by its membership in the International Assistance Group, Assist360 ensures our staff receive expert, immediate care wherever they are deployed. This seamless integration within CTG operations means faster response times, enhanced safety, and peace of mind for both our personnel and our clients.

www.assist360.org



Security awareness, safeguarding and other prevention 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, Diversity & Inclusion
- UNDSS BSAFE



Mohammed Al-Asbahi,
WASH Facilitator, Yemen



Isack, Monitoring & Evaluation
Consultant, Somalia



CTG hosted mandatory Enhancing
Community Resilience Project (ECRP)
training for 40 CTG Community Outreach
Consultants in South Sudan.

CTG WELLBEING

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 provided in partnership with a non-profit that provides duty of care support and training to humanitarians worldwide.

6

THE NUMBER OF FREE
SESSIONS PER YEAR.

+6

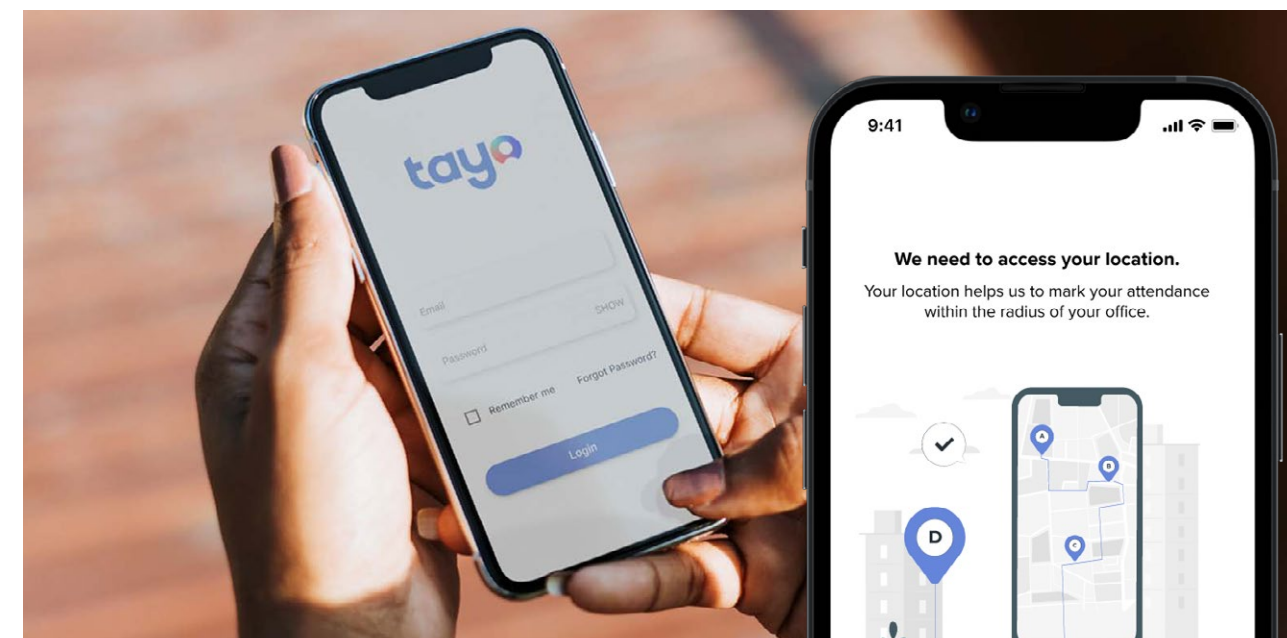
ADDITIONAL SESSIONS
AVAILABLE FOLLOWING
CRITICAL INCIDENTS.

4

THE NUMBER OF
LANGUAGES AVAILABLE.

DO NO HARM

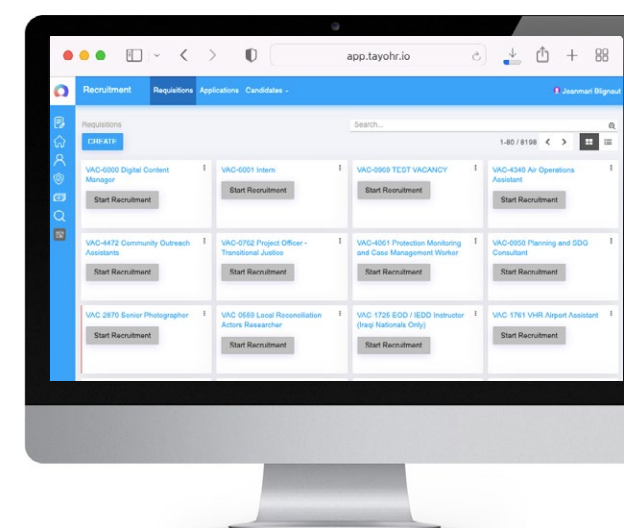
CTG has zero tolerance for abuse, bullying, exploitation, discrimination, harassment, and corruption. All staff are expected to uphold our Code of Conduct and protect both our reputation and that of our clients. We prioritise a safe, empowering workplace, supported by a confidential whistleblowing mechanism.



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
- Check-in functionality
- Duty of care: security alerts, medical claim processing, crisis response, movement planning and geolocation tracking

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



HOW WE CREATE IMPACT

CTG has made it a strategic mission is to advance gender equality in humanitarian employment in conflict-affected countries, and in the process encourage others to do the same. Female First, a gender parity recruitment initiative launched in 2017, is guided by the ambitious goal to reach 30% women’s representation across CTG’s workforce by 2030. While CTG has achieved and exceeded this goal in a number of its key countries of operation, we recognise that continued efforts are needed to sustain our progress and replicate success across all our regions.



For more information on our recent impact and progress, please see our Sustainability Report which can be found in the resources section of our website.



CTG was delighted to host 38 participants during its job-readiness workshop in South Sudan. Image shows CEO Alice Laughler with workshop participants, and facilitators Mia and Coline.

STRENGTHENING ACCESS TO DECENT WORK

CTG is committed to promoting inclusive economic growth by equipping individuals with the skills needed to access and advance in decent work. Across Gaza, Somalia and South Sudan we have trained 149 young women in job-readiness through our interactive Committed to Good Curriculum, supporting their entry into the formal labour market to help drive women’s economic empowerment. In South Sudan we also delivered CV and Application training to 142 humanitarian and development professionals and provided tailored feedback to strengthen their long-term career mobility and help them align their skills and experience with future job opportunities.

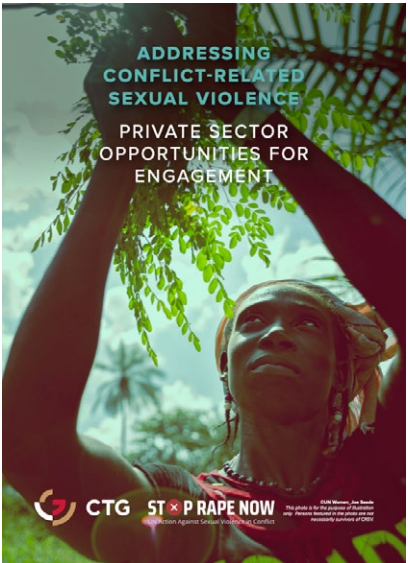
289
INDIVIDUALS
TRAINED IN
JOB-SKILLS

ADVANCING THE WOMEN, PEACE AND SECURITY AGENDA

CTG is a strong believer in the role the private sector can play in advancing global sustainable development, especially on issues such as gender equality, access to decent work, and peace and security. As a result, we are committed to raising awareness of the many opportunities that exist for businesses to make informed and productive contributions to some of the world’s most pressing challenges. Our contributions to the Women, Peace and Security (WPS) Agenda include raising awareness through thought leadership publications, such as our paper on Addressing CRSV: Private Sector Opportunities for Engagement, which was produced in collaboration with UN Action and launched at UNGA 77.

In 2024, CTG also joined the Women, Peace, Security and Humanitarian Action (WPSHA) Compact. This Compact is a global multi-stakeholder initiative that aims to accelerate the WPS Agenda by driving tangible action through collaboration, monitoring and meaningfully including women and girls in WPS and humanitarian processes. Our signing of this compact signals our renewed commitment to advancing the Agenda. Our aim is to leverage our operational reach, local expertise and trusted networks in fragile contexts to build strong partnerships that bridge the gap between global commitments and local impact.

CTG is always looking for partners who share our vision for a more equal future. Reach out to our Shared Value Team at csv@ctg.org to learn how we can scale impact together.





WANT TO PARTNER WITH US?

CTG is ready to deliver cost-effective and agile people solutions so you can focus on what you do best: making an impact. Start the conversation with our Global Account Director, Lucy Holliday.

LUCY HOLLIDAY

Global Account Director

lucy@ctg.org

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