



Terms of reference to hire a security consultant to assess the Compound and Operational Environment and train JRS staff in Security Awareness at Maban

I. Background

The Jesuit Refugee Service (JRS) is an international Catholic organisation with a mission to accompany, serve and advocate on behalf of refugees and other forcibly displaced persons. JRS undertakes services at national and regional levels with the support of an international office in Rome. Founded in November 1980 as a work of the Society of Jesus, JRS was officially registered on 19 March 2000 at the Vatican State as a foundation.

JRS programmes are found in 51 countries, providing assistance to refugees in camps and cities, individuals displaced within their own countries, asylum seekers in cities, and to those held in detention centres. The main areas of work are in the fields of education, emergency assistance, healthcare, livelihood activities and social services.

Traditionally, humanitarian organisations have relied for their security on the goodwill of the local population. This is still the favoured approach where possible. If the local population support the work that the humanitarian organisations are doing in their area, they will not threaten them but help them. This approach is often known as the its own. Every society contains some people who resort to crime, and criminals may target humanitarian staff and property. The most frequent crime against them is probably theft, since they are sources of money and valuable goods in the midst of poverty. Sometimes they are the target of more serious threats such as assault, rape, kidnapping or even murder. This fact has been demonstrated by the fact of incidence, which occurred on July 23rd, 2018 at Maban. Almost all the NGOs and UN agencies were destroyed and looted. The element of the traditional security was also testified by the fact that the host community has protected JRS Maban compound at Bunje.

Therefore, even when there is wide local support for humanitarian organisations, they need at least some protection. Common protection measures include gates, guards, locks and safes. Other protection measures are decided on according to the threat in each specific context. When there is not complete local support for the humanitarian organizations, a higher degree of protection is necessary if the work is to continue. In this case managers will usually consider whether the work should stop, either temporarily or permanently.

II. Objectives of the assignment

To support and improve the current security status by assessing the potential risks and recommending risk mitigation thus enhancing the protection of JRS Staff in Maban

The specific objectives include, but not limited to:

- To be embedded with the JRS Maban team for a period of three weeks to monitor operations and to make recommendations on the following:
- Assess the security risk, threat and vulnerability situation of the Maban compound
- Assess the security roll threat and vulnerability situation of working on the field.
- Recommend the security improvement measures that can mitigate the risk in line with the ethos of JRS
- Develop security guide line to the project site in line with JRS ethos
- Support to put at place a system of security alert and decision making to enhance protection
- The enhance the knowledge and skill of JRS Maban staff on security measure and managements through training and demonstration.
- To assess how security can be enhanced through community engagement modalities.
- Develop JRS Maban security plan, evacuation plan and recommend on a feasible budget for the compound enhancements.

III. Technical Requirement

The requirements provided as part of this ToR are very generic requirements. The consultant, as part of mission deliverable, shall study/understand main situation of Maban compound, the travel trend of the staff and its related vulnerability, risk and threats in terms of overall security. The consultant should have a technical capacity of annualizing the overall situation of security in the area in particular and across the country in general. The consultant should own a thorough comprehension of the region in general, the country context and the county in particular. He/she must have a skill and capacity of working in the stress. It will be desirable that the consultant have an understanding of the ethos and spirit of JRS as an organisations that seeks to be close to the people it serves and that values community acceptance as a value in itself, but also a central strategy for enhancing security of its staff.

IV. Methodology:

The methodology should be participatory, on which project management bodies and staff in the compound involve and have their input. The JRS global security guide and tools in it should be reviewed and incorporated into the finding to help the project office to a line to it. Other secondary readings should be collected and reviewed from other NGOs, UN agencies and government bodies. The assessment of the compound and the security situation must be done on spot with physical presence in Maban and the work places around. Representative sample NGOs, Un agencies and locations in the intervention must be included as part of the assessment information sources. The methodology should disaggregate the security assessment by gender and disabilities.

V. Deliverables:

The following but not exclusively are deliverables of the assignment:

- Well defined and user friendly simple security guide for the project site
- SMART security measures underlined
- Enhanced knowledge and skill of staff on the security measure, hazards, risks and vulnerabilities
- Clear and well defined security and evacuation plan and recommend on a feasible budget

VI. Responsibility

5.1. The organization

- Shall ensure avail its compound and appropriate staff and management for the process of the assessment and the capacity training
- Shall prepare facilitate the vehicle and other logistic for the process
- Shall maintain the delay register and notify the consultant of all delays in writing
- Shall appoint the point of contact or the process focal person(s);
- Inform the stakeholders and arrange for joint sessions with consultants
- Facilitate the payment as per the agreement

5.2. Consultant

- Shall ensure timely delivery of deliverables;
- Shall provide the training with most qualified expert of the organization;
- Shall maintain the delay register and inform the organization on the delays;
- Shall appoint a process lead who shall be the point of contact

VII. SCHEDULE

This assignment is expected to be finished in 15-20 days' time starting the signing of the contract. However, the schedule shall be determined in discussions with the Consultant and will depend on the design schedule and other technical requirements.

VIII. QUALIFICATIONS

The successful candidate will have the following qualifications:

- The candidate should have an accredited advanced degree in international relation/peace building / security and related fields
- Strong knowledge on security plans design and management

- Experience working with security consultancy and security contingency design for NGO humanitarian programs working in conflict areas
- Have good experience on facilitating training on security
- Demonstrated professional leadership and ability to coordinate a team of professionals
- Strong communication skills, demonstrated ability of making effective presentations to diverse audiences.

IX. Budget proposal

The consultant should prepare the budget proposal for the execution of the work narrated above. The budget proposal must be exhaustive and should detail all the possible cost implied in the consultancy.

The budget proposed will be part of the base for the selection of the consultant, but not exclusive. The technical proposal feasibility and the experience of the consultant will also be considered as part of the evaluation of the fitting consultant. The budget detail must be proposed with all the details, but the cost of facilitation and people involving will be paid by JRS in the manner applicable.

X. CONFIDENTIALITY STATEMENT

All data and information received from the organization for this process before, during and/or after the work is for the purpose of this assignment is to be treated confidentially and are only to be used in connection with the execution of these Terms of Reference. All risks, vulnerability and threat arising from the execution of these Terms of Reference are assigned and informed to the organization and itself alone. The contents of written materials obtained and used in this assignment may not be disclosed to any third parties without the expressed advance written authorization of JRS.