

## How to Become a Rapid Response Personnel Member and be validated against Rapid Response role profiles

Rapid Response is the IFRC tool to provide specialized personnel on a short-term basis (up to 3 months) to support emergency humanitarian operations. Following the Surge Optimization process, Surge tools previously known as FACT, RDRT, RIT and relevant technical Surge registers were integrated into the Rapid Response register. Please see Annex 1 of this document for the full list of registers that were integrated to form the initial Rapid Response Register in 2020.

Moving forward the process through which an individual can become a Rapid Response Personnel member and/or be validated against a Rapid Response role profile is to be based on the assessment of competencies. This is in order to align with the surge principles to support `staff and volunteers to have equal access to joining Surge networks` and `equal access to deployment based on competences`. The assessment of competencies has been broadened to include evidence drawn from a range of sources, not only participation in face-to-face training. There are three avenues through which individuals can become Rapid Response register members and/or be validated against Rapid Response profiles which are guided by three principles as outlined below.

IFRC has implemented a new Surge database known as the Rapid Response Manager System (RRMS). All those who are assessed as being a Rapid Response Personnel member through the process outlined in this document will be invited to register in the RRMS.

### Guiding Principles

The following principles must be met for an individual to join the Rapid Response Personnel register.

To be eligible to become a member of the Rapid Response Personnel register an individual must be nominated by a Movement Partner (National Society, IFRC or ICRC). The individual must be nominated to the IFRC for one of the three avenues of assessment outlined in the section below.

There must be evidence of a competency assessment conducted by the relevant IFRC technical team, based on a specific Rapid Response Role Profile(s). Rapid Response Role Profiles are available through the Catalogue of Surge services website <https://ifrcgo.org/global-services/>. While it is not possible to assess all 20 core competencies in addition to the relevant technical competencies, the minimum requirement for assessment to a role profile is 5 core competencies and the most relevant technical competencies.

### Guiding Principles

- 1) Nominated by a Movement Partner
- 2) Competencies assessed by relevant IFRC technical team
- 3) Assessed in relation to a Rapid Response Role Profile(s)

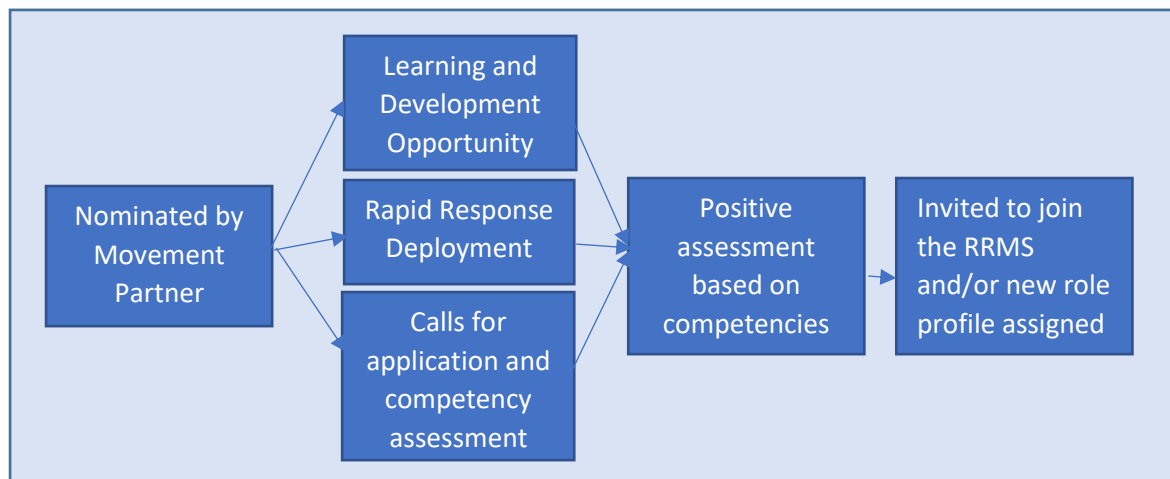
### Avenues through which individuals can become Rapid Response register members and/or be validated against Rapid Response profiles

There are three different avenues through which individuals can enter the Rapid Response Register and/or be validated against a Rapid Response role profile(s)-

- Rapid Response learning and development opportunity
- Deployment as Rapid Response Personnel
- Calls for applications and competency assessment

Once the competency assessment has been completed, and the individual has been assessed as meeting the Role Profile the relevant Surge focal point in the region or Geneva will be responsible for inviting the individual to register in the RRMS.

Please see below for further information about each of the three avenues through which individuals can enter the Rapid Response Register.



#### 1) Rapid Response Learning and Development Opportunity

Individuals who take part in an IFRC learning and development opportunity that meets the guiding principles at the start of this document, will be eligible to join the Rapid Response register. Existing Rapid Response Members are also able to be validated against new role profiles through learning and development opportunities. The individual must be nominated by a Movement Partner for a learning opportunity that is specifically related to a Rapid Response Role Profile(s). A competency assessment must be conducted as part of the learning and development opportunity.

Movement partners will be invited to nominate individuals for Rapid Response learning and development opportunities. Learning and development opportunities include but are not limited to:

- Face to face training
- Virtual training
- Developing missions
- Internships
- Development programs, such as the Developing HeOps program.

## *Rapid Response*

Competency assessment may be part of the application process for the learning opportunity, conducted throughout the learning opportunity, following the learning opportunity, or a combination of the three. Standardised tools for the assessment of competencies through learning and development opportunities will be provided by the IFRC Disaster Response Training Team (DRTT), to ensure consistency between assessments.

The relevant IFRC technical team will be responsible for organizing the learning and development opportunity and assessing the competencies of participants. The IFRC Surge team will remain responsible for the generalist Surge development opportunities for example, CAP, ETL and Ops Manager trainings.

Following a learning and development opportunity where participants are assessed based on competencies to fulfill a role profile(s), the relevant Surge focal point will confirm with the IFRC technical focal point in the region or GVA, that they agree the individual meets requirements of the Role Profile.

Following this confirmation, the individual and the sending Movement Partner will be notified that the individual has become a Rapid Response Personnel Member and will be invited to register in the RRMS if they are interested in future deployments. Alternatively, if the individual is already a Rapid Response Personnel Member but has completed a learning and development opportunity related to a new role profile, the new role profile will be added to their account in the RRMS.

### 2) Rapid Response Deployment

Movement partners can nominate individuals who are not already Rapid Response Personnel for Rapid Response deployments if they feel they are suitable. They may also nominate Rapid Response Personnel who have not been previously validated against the requested role profile. If the individual is selected for deployment and successfully completes the deployment, they will be eligible to join the Rapid Response Register and/or be validated against the role profile related to the deployment. The deployment will be considered successful based upon the end of mission appraisal recommendation:

- Those who receive the manager recommendation 4 (Recommended for future deployment of increased complexity or role of higher responsibility), or 3 (Recommended for future deployment of similar complexity) will be eligible to join the Rapid Response Register for the profile for which they were deployed,
- Those who receive the manager recommendations 2 (Further training required before deployment of similar complexity) the appraisal will be reviewed by the Surge desk. If the feedback is related to the level of the position, but the manager would recommend them for a different or lower-level role profile in the future or they would recommend them following a specific training or development opportunity, the individual may be eligible to join the Rapid Response Register,
- Those who receive the manager recommendation 1 (Not recommended for future deployment) will not be eligible to join the Rapid Response Register.

The relevant Surge focal point will confirm with the IFRC technical focal point in the region or GVA, that they agree the individual meets requirements of the Role Profile.



## *Rapid Response*

Following this confirmation, the individual and the sending Movement Partner will be notified that the individual has become a Rapid Response Personnel Member and will be invited to register in the RRMS if they are interested in future deployments. Alternatively, if the individual is already a Rapid Response Personnel Member but has completed a deployment as a new role profile, the new role profile will be added to their account in the RRMS.

### 3) Call for Applications and Competency Assessment

Lastly, the IFRC may conduct specific competency assessment activities designed for the purpose of assessing whether an individual fulfills a role profile(s). IFRC technical teams in coordination with IFRC Surge team will do a call for applications for a specific role profile(s) to the Movement partners, who will be able to nominate individuals who they believe meet the requested profile(s). These individuals may be Rapid Response Personnel who are interested in being validated against a new Rapid Response role profile or individuals interested in joining the Rapid Response Register.

It will be the responsibility of the relevant technical team to organize the call for applications, assessment activities and any onboarding or development process required. Assessment processes for role profiles should be prioritized based on the demand for the deployment of the profile and the capacity of the Surge network to fill those requests.

For all role profiles the minimum requirement of the assessment of at least 5 core competencies and the most relevant technical competencies for the role profile must be met. In addition, for Tier 2 (Coordinator) and Tier 3 (Manager) role profiles at least 2 of the core competencies assessed must be from the behavioral competencies. For Tier 2 and Tier 3 assessments a member of the Surge team must be invited to participate in the assessment.

Competency based assessment activities can include but are not limited to any of the following;

- Competency based interview
- Simulation exercises
- Technical testing
- Recognition of previous work
- Assessment center activities

A single or combination of assessment activities may be used. The assessments must be conducted by technical experts in the relevant field, while the IFRC technical teams are responsible for the overall assessment, they may call on experts from within the Movement and Surge community to assist in the assessment.

When the IFRC technical team has assessed that the individual fulfills the role profile, the individual and the sending Movement Partner will be notified that the individual has become a Rapid Response Personnel Member and/or have been validated against a new Rapid Response role profile. The individual will be invited to register in the RRMS and/or the new role profile will be added to their account in the RRMS.

Annex 1

Surge registers that were integrated in 2020 to create the initial Rapid Response Register.

- Field Assessment and Coordination Team register (FACT)
- Regional Disaster Response Team register (RDRT)
- Regional Intervention Team register (RIT)
- Coordination, Assessment and Planning register (CAP)
- Head of Emergency Operations (HeOps) and Developing HeOps
- Operations Manager training
- Practical Emergencies Cash Transfer register (PECT)
- Shelter Technical Team register (STT)
- IFRC Shelter Cluster register
- Emergency Needs Assessment and Planning training (ENAP)
- Humanitarian Information Analysis Course training (HIAC)
- Mobile Data Collection training (MDC)
- Movement Coordination Officer training
- HR in Emergencies Register
- CEA in Emergencies training
- PGI in Emergencies training
- Communications in Emergencies training
- Partnerships and Resource Development (PRD) surge roster
- Health Coordinator training
- ICRC Restoring Family Links (RFL) pool