What?

The aim of the training is to provide candidates with the tools and ways of working necessary for **assessing, planning, coordinating and implementing** an IFRC international response operation in support of National Societies, and in line with the current IFRC S2030, Emergency Response Frameworks, Principles and Rules for Humanitarian Assistance and other Disaster Preparedness and Disaster Management IFRC Standards and Policies. This training has a particular focus on the first phase of an **orange to red scale emergency**.

Why?

The training aims to expand and build additional response capacity and depth in the pool of available and qualified individuals who will assume a **coordination role** or serve as a technical sector lead on a Surge mission.

The training targets the following Core Competencies:

1. Movement Context, Principles and Values
2. Coordination
3. Assessment
4. Direction Setting and Quality Program Management
5. Collaboration And Teamwork
6. Interpersonal Communication
7. Personal Resilience

Who?

The Selection Committee (Surge Desk Geneva and Regional Offices, Surge Learning Team and the National Society hosting the training) will select the participants for the training based on the written application form received, their CV, and rigorous selection criteria, keeping in mind regional, gender and technical expertise balance.

Participant Profile

1. Minimum 3 years of **field experience** with an extensive background in disaster and crisis response and management, including sectorial response.
2. Experience of working within the RCRC Movement, including in **disaster and crisis management**.
3. International emergency response experience is an asset.
4. Experience of working in multi-discipline and multi-national teams.
5. Experience of working effectively in challenging situations.
6. Experience of working with National Society counterparts, including during major emergencies.
7. Experience in communicating messages to wider audiences, including briefings and reports.
8. Be **available for deployment** for at least one month during the next 24-month period.
9. Fluent in both written and spoken English.
10. Knowledge of other languages is an asset.

How?

1. **Independent online learning**, where different mandatory topics are addressed, and knowledge is tested.
2. An **eight-day face-to-face training event** with a lot of practice, experiential learning, a table-top simulation exercise, and a field exercise. The process is supported by Learning Focal Points, who provide **individual feedback** to participants.
3. At the end of the training, each participant will develop a **Personal Development Plan** for the future, with support from their Learning Focal Point. It is expected that training participants will continue their competency development based on their Personal Development Plan for up to 12-24 months after the face-to-face training event, or until they deploy on a Surge mission.
4. At least one **4-week mission** in a coordination role should be undertaken in the next 24 months to finalize the learning process. Training participants must follow mandatory steps to end the mission with the submission of a handover report, the mission feedback and the mission appraisal forms.

Agenda

The exact agenda and schedule are updated for each CAP training, and hence, they will be provided to participants separately. But to help you prepare and to give you a rough understanding of how the training days will be managed, a draft schedule from one of our recent CAP training events is given below.

	MODULE 1	MODULE 2	MODULE 3	MODULE 4	MODULE 5	MODULE 6	
	RELATIONAL	IFRC TOOLS & PROCESSES	ASSESSMENT	COORDINATION	PLAN OF ACTION	FIELD EXERCISE	
DAY 1	DAY 2	DAY 3	DAY 4	DAY 5	DAY 6	DAY 7	DAY 8
Participants Arrival / Facilitators preparation Day 2	1. IFRC Rapid Response updates - 30'	Participant led RECAP / Daily Flight Plan / Baruna Update / Learning Review			FieldEx		Start + 29. PoA Presentation to HNS 120'
	2. Strengthening NS- 90'	8. Scenario Building 90'	12. Transition to Recovery 90'	18. Q&A about OS - 30'		26. Coordination Meeting	
				19. Preparing OS presentation to stakeholders - 60'		FieldEx	
	BREAK	BREAK	BREAK	BREAK			BREAK
	3. Deployment & Plan of arrival - 90'	8. Scenario Building 90'	13. Soft skills for Coordination 90'	20. OS Presentation to Stakeholders & final Feedback - 90'	LUNCH		30. After Action Review Team Adjourning & What have we learned
	LUNCH	LUNCH	LUNCH	LUNCH	FieldEx	LUNCH	LUNCH
	4. Information Management and Secondary Data - 90'	9. Response option Analysis 90'	14. IFRC planning tools: The EA - Ops strategy	21. NON-CORE Handover, and EoM 30'		FieldEx	BREAK
				22. What have we learned so far? - 30'	WORKING COFFEE & Baguettes		31. Course Closure 60'
	BREAK	BREAK	BREAK	BREAK			
	5. Primary data and Analysis - 100'	10. NON_CORE Support Services 90'	15. Developing the Ops strategy - Group work - 180'	22. Continuation LL - 30'	25. TL / DTL Support meeting		DEPARTURE
00. Introductions / Agenda / Objectives & Methodology / Expectations / Materials / LFP & Appraisals 180' (Paco)				23. Feedback survey Course content - 30'	FieldEx	WORKING COFFEE & Baguettes	
	6. Global Strategic operat. Coordination 80'	11. Coordination country level 90'				FieldEx	
	Participants' Feedback	Participants' Feedback	16. Feedback and Implementation plan - 30'				
DINNER	DINNER	DINNER	DINNER	DINNER	DINNER	DINNER	
LFP session 1	7. Experience sharing 90' (Diana)	FREE	17. Cont. Developing the Ops strategy 90'	24. Field Exercise Briefing - 30'	TF CALL	TF CALL	
				Suggested LFP time with mentees			

What Else?

If you have any further questions about the CAP training, please reach out to surge.learning@ifrc.org