SADC Secretariat Emergency Response Team (ERT) Candidate Selection Criteria

Annex 1: Emergency Response Team Qualifications and Experience

No	Focus area / Functional area	Functions	Experience
1	Team Leader **Not subject applications**	• Provide overall leadership to SADC ERT, facilitate development of response plan of action; operational update and provide oversight to response. Direct link/liaison with Government, SADC Standby force, UNCT, partners, and other humanitarian response teams • Strategic planning/direction • Ensure cohesion/connectivity within the team. • Sign-off on external reporting. • Focal point for security matters • Focal point for general team matters • Sign off on media or any other information for external consumption. • Safety and security management	Disaster or incident related experience. Overall skills and expertise in strategic planning and leadership Excellent communication skills
2	Deputy team leader	• Provide support on overall management of ERT and mission, including maintaining a	Disaster or incident related experience

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		roster on location of all team members on deployment. • Daily management of ERT, and ERT's Operational Centre • Safety and security planning for the team • Manage ERT's handover/exit strategy. • UNDAC Mission Software workspace • Oversee reporting and information management and all internal communication	
	Disaster Management And Coordinator	Provide support to team leader, national disaster management authorities, other humanitarian coordinators including UNCT to coordinate. • needs assessment • Reporting and information management including with affected communities and authorities • Input on safety and security management • Liaison, including creating the link between civil protection and UN/international response mechanisms • Input to public information initiatives • Handover to longer term OCHA team/exit strategy	Overall understanding of damage and needs assessments and survey methodologies, search, and rescue, reporting and information management, safety and security management, civil-military coordination
4	Operations manager	• Coordination of internal logistics and administrative support to SADC ERT including organization of meetings with stakeholders, management	Experience with office Operations at senior level, including experience in administration, procurement, and secretariat services.

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No	Focus area / Functional area	Functions	Experience
		of team resources and technical support staff, organization of accommodation, transport, local support, translators, etc.; filing of reports and Finance management	
5	Trauma counselling and debriefing	• Provide psychosocial counselling to survivors of atrocities and members of the SADC ERT • Provide assessment and counselling both at individual and group level as the situation demands. • Support the development of the case management monitoring tools and systems to ensure sustainability of protection services. • Support the preparation of reports for all Psychosocial support and protection related activities.	Taking care of rescue and ERT team's psychological needs and supporting on debriefing during and after in-field experiences Basic first aid
6	Confined space rescue	• Support rescue operations for confined space rescue, rope rescue or a combination of the two methods. • Support development of rescue plans for governments and other partners including risk assessments.	Confined space rescue
7	Water rescue	• Support the implementation of Swift and flood water rescue operation. • Support the development of the Incident Command System (ICS) and mapping of equipment for water rescue operations identifying gaps and needs for complimentary support.	Water rescue Search and rescue

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8	K9 **_MS to also provide canine_**	Support search and rescue operation using canine units	K9 Search and Rescue
9	Advanced Life Support (ALS)	• Provide emergency lifesaving support during emergencies to survivors of disasters (Mass casualties) and members of the SADC ERT where necessary. • Support the efforts of the national Emergency Medical Services (EMS). • Apply clinical skills to the management of mass casualties	Advanced Life Support: experience with population-based care in a disaster or public health emergency. Understand global legal, regulatory, and ethical principles and practices guiding health professionals to providing crisis standards of care in a disaster or public health emergency.
10	Security and Protection detail	• Support design national programs to ensure that all disaster response activities respect the rights of all disaster affected population in accordance with human rights law, international humanitarian law	Security in disasters. Managing of teams of security officers
12	Finance and procurement	Support SADC ERT operation including procurement	Finance and procurement. Basic survival knowledge/experience to support the procurement process and understand critical and prioritisation needs. Comprehensive understanding of needs of ERT
13	Media/liaison	• Support the general flow of information including packaging of information for various audiences, designing of reporting formats to suit audiences. • Support preparation of press statements. • Media monitoring to determine how disaster is reported for accuracy. • Preparation of all reporting for media and public information • Preparation of Situation Reports	Disaster or major incidents

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N o	Focus area / Functional area	Functions	Experience
		• Media policy advice/development •	
	Information Management and Reports	• Development of web portal for information on the disasters • Support assessment needs through programming of standardized data collection tools. • • Management of internal information flow • Upload of Information on web-platforms, etc. • Provide mapping services. • Information management produits (3W, contact List, etc.) • Support development of humanitarian financing (Flash Appeal, CERF, Financial Tracking System)	Data analytics, geospatial analysis, report writing, information and data security
14	Supply Chain/Logistics Management	Working with the national logistics cluster support the following activities: • Develop the flow of material or commodities from donors to beneficiaries, including food, blankets, medicines, and water. • Mapping of routes for transporting commodities • Develop the flow of information, including demand forecasts, order transmissions, and order tracking status reports, • Warehouse management including, developing systems for	Humanitarian Supply chain / Military supply chain. Understanding of and experience with transboundary goods transit and transfers

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		tracking commodities from point of sale to beneficiaries; systems for accounting for stock and reporting on stock. • Procurement of commodities using sphere standards	
15	Nutrition	• Support efforts to design programs to ensure access to nutrition interventions including working with food security cluster to ensure nutrition is considered when designing food rations, work with health sector in providing clinical nutrition services. • Work with appropriate stakeholders to ensure nutrition is mainstreamed in emergency response operations. • Support mobilization efforts for the cluster	Nutrition during humanitarian response
16	Shelter and Camp coordination and management	• Support efforts to preserve life and alleviate suffering, for disaster-affected populations in need of basic shelter through promotion of access to basic, safe, and dignified sheltering, offering integrated protection for safety from the elements and the surrounding environment, acknowledging the differentiated	Setting up of refugee camps and management, management of teams supporting shelter functions

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		• vulnerabilities and specific needs of women, girls, boys, and men. • Work with appropriate stakeholders to ensure access to WASH, protection, health, nutrition, food, and education services for displaced population in temporary shelters. • Support mobilization efforts for the cluster	
17	Water Sanitation and Hygiene (WASH)	• Support efforts of national and other humanitarian actors to promote access to safe water, adequate sanitation and hygiene education for population affected by disasters including displaced population in camps. • Support establishment/strengthening of cluster coordination mechanisms including engagements with other clusters. • Support mobilization efforts for the cluster	Water quality and hygiene in cams as well as in disaster-struck areas
18	Rapid Assessment	• Working with national authorities' humanitarian actors support the identification and quantification of humanitarian needs of the affected population to inform decision making including the designing of assessment methodologies such as MIRA, trend analysis,	Assessing a disaster situation and compile concise and accurate reports as well as doing initial damages and compiling costs assessments (with support from other specialists e.g. Engineers)

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		interpretation of available data, management, and coordination of assessment teams etc	
19	Early recovery	• support government and partners to design early recovery programmes aimed addressing recovery needs that arise during the humanitarian phase of an emergency such as livelihood support through agricultural interventions. • Support mobilization efforts for the cluster	Early recovery in disaster situation
20	Education and Awareness	• support the design of programmes to promote access to uninterrupted education for every child affected by disaster considering differentials in age, sex, and protection issues. • support resource mobilization efforts for the cluster. • support assessments to identify education need and or gaps attributed to disasters. • support the development of sensitization material such as WASH information, nutrition, protection etc.	Actual response may assist to facilitate applicable training and compilation of Media notes (in association with Media liaison mentioned earlier)
21	ICT Infrastructure	Support humanitarian operations including. • Support communication	Setting up of emergency telecommunications. Two-way radio speech. ICT setup and maintenance, equipment, and software

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		between members of ERT and stakeholders through various mediums including VHF radios.	troubleshooting of ICT equipment. Military communications or similar. Advanced experience required in telecommunications
22	Food Security	• support the design of programmes to promote access to nutritious food in sufficient quantities to all population affected by disasters considering dietary requirements of various population, access, distance, protection, and shelter conditions of targeted beneficiaries. • support the utilization of appropriate methodologies for food security based on context (use of in-kind, cash transfers or voucher) • support resource mobilization efforts for the cluster. • support assessments to identify food security needs and or gaps attributed to disasters. • support the development of sensitization material such as WASH information, nutrition, protection etc.	Food security
23	Veterinary services		Animal health
24	Human Health	• support the design of programmes to promote access emergency lifesaving medical services to people affected by	Medical treatment and operations during disasters

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		disasters using global legal, regulatory, and ethical principles and practices guiding health professionals to providing crisis standards of care in a disaster or public health emergency. • Support resource mobilization efforts for the cluster. • Support needs assessment for health services for tailored response programs.	
25	Engineering Geologist		Ground conditions, liquification, slope stability aftershocks and structural safety
26	Engineers		Infrastructure, Bridges, buildings, Water supply etc.
27	Drone Pilot	• Support aerial rapid assessment efforts to determine needs for intervention using drone technology such as identifying trapped, marooned, or other affected population	Civil aviation rules and regulation for the relevant member state and if that does not exist, the closest possible which may mean South Africa CAA
28	Weather Specialist		Weather forecast and weather-related early warning

Practical and Other Considerations

- Aged between 30 and 60 Years, in good health and physically fit.
- Able and willing to deploy and live in field environments for up to four weeks.
- Psychologically prepared to witness extreme human suffering.
- Fully ICT competent and computer literate,
- Willing and committed to uphold SADC core values.

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