



## MEMORANDUM OF UNDERSTANDING (MoU)

pertaining to the provision of personnel and training

### PARTIES:

**RedR Australia Limited** of 55-61 Barry Street, Carlton, Victoria 3053, Australia ("RedR"); and  
**The Indian Ocean Commission** of Blue Tower, 3rd Floor, Institute Avenue, 72201 – Ebene, Mauritius ("IOC")

### BACKGROUND:

- A. RedR is a leading international humanitarian agency that selects, trains and deploys technical specialists. RedR is a Standby Partner to 15 United Nations agencies, ASEAN AHA Centre, IPPF, ADPC, PDF, Secretariat of Pacific Countries (SPC), a number of Pacific Islands NDMOs and other front-line relief agencies and governments across Asia and the Pacific Islands. RedR implements the Australia Assists program funded by the Australian Government which aims to save lives and alleviate suffering by building resilience and responding to disasters and conflict.
- B. The IOC was created following the conference of Port-Louis (Mauritius) in 1982 and by the Regional Cooperation Agreement of Victoria in 1984; today it includes five member states: Comoros, France (through La Réunion), Madagascar, Mauritius and Seychelles. The Indian Ocean is the region constituted by the addition of the geographical outline of the five Member States, all located in the south-western region of the Indian Ocean, taking for France the area of Reunion.

Since its creation, the missions of the IOC have been political and regional cooperation, gradually developing actions in many areas, ranging from political and diplomatic action to the insertion of the region in the global economy, through the preservation of the environment (especially marine and coastal). The IOC has also been involved in the protection of populations (civil security, children's rights, public health) and cultural, academic and research cooperation. In 2005, the Summit of Heads of State and Government adopted new strategic orientations providing the framework for actions for the collective development of the region and allowing to better define the role of the IOC in a changing regional and global context. Four axis were retained:

- Axis 1: Political and diplomatic cooperation;
- Axis 2: Economic and commercial cooperation;
- Axis 3: Sustainable regional development, and;
- Axis 4: Strengthening regional cultural identity.

The axis are broken down into five areas of intervention and the third axis includes all issues related to sustainable development in terms of environment, biodiversity, climate change, disaster risk reduction and sustainable tourism. This strategic direction was reinforced by the adoption of a "Declaration" by the IOC Heads of State and Government at the 2014 Summit.

In order to facilitate its operations, IOC has developed its subsequent Strategic Action plans whereby climate change and resilience is a key component of the Action Plan.

The overall mission of the IOC is to implement a strengthened functional cooperation and support actions for the regional integration of its Member States, and the development of their collective intra and extra-regional actions. Finally, and more generally, its mission is to promote their interests and those of their populations, their private sector, and other non-state actors, with a view to fostering sustainable development in a stable and secure Indian Ocean.

The IOC intervenes, in strict respect of the sovereignty of the Member States, where its regional action presents a strong added value, in complement to national actions and/or initiatives taken by larger regional organizations as well as by continental and multilateral institutions.

- C. The Parties wish to formalise their understanding for joint collaborations through this Memorandum of Understanding to increase the effectiveness of each Party in fulfilling its mandate, role, and function.
- D. This Memorandum of Understanding has been developed in recognition of the respective mandates, and strategic objectives of the Parties, and based on consultation.

## AGREEMENT:

### 1. DEFINITIONS

#### 1.1. In this MOU:

“**Activities**” means collaborative activities including but not limited to the provision of deployable humanitarian technical experts, and the promotion of joint activities in the Indian Ocean region.

...and **Activity** means any one of these;

“**Commencement Date**” means the date on which the last of the Parties executes this MOU;

“**Parties**” means the parties to this MOU and **Party** means either one of them; and

“**Term**” means five calendar years from the Commencement Date.

### 2. PURPOSE & SCOPE

- 2.1. The purpose of this MOU is to develop a cooperative relationship between the Parties by facilitating the establishment, development and management of Activities which are mutually beneficial to the Parties.
- 2.2. This MOU does not create any exclusive relationship between the Parties that would prevent the Parties from pursuing, in their own right or with any other partner, activities similar to the Activities.
- 2.3. All Activities carried out under this MOU will be in accordance with national laws and policies and in line with the Parties respective regulations, rules and directives, as amended from time to time.

### 3. THE SPECIFIC PROJECTS; IMPLEMENTATION AGREEMENTS

- 3.1. The Parties will:

- (a) from time to time identify Activities they wish to engage in collaboratively, i.e., the deployment of a humanitarian technical expert
- (b) discuss the identified Activities with a view to reaching and recording in written exchanges agreement on the terms of cooperation for each Activity, including:
- (c) the nature, date and location of the Activity
- (d) the responsibilities and liabilities of each Party, including the services and resources to be provided by each Party
- (e) financial arrangements, the application of fees and charges and the apportionment of costs arising from the Activity
- (f) any other items necessary for the efficient management of the Activity.

#### 4. FINANCIAL AND ADMINISTRATIVE OBLIGATIONS

##### 4.1. Nothing in this MOU obliges a party to:

- (a) incur any cost or expense
- (b) undertake any work; or
- (c) take any action

except as specified in any separate agreement executed by the Parties in connection with an Activity contemplated by this MOU.

##### 4.2. The Parties agree that financial models for cooperation will depend on the context and mutual agreements. These can include, for example, funding by one, or both Partners, or cost-sharing between Partners. Any initiative or activity under any such Implementation Agreement undertaken by each Party shall be subject to the Rules and Regulations of the respective Party and the general terms and conditions pertaining to this MoU.

##### 4.3. The Partners may make efforts to obtain financial support for activities forming part of their cooperation under this MOU, and/or acquire financial assistance from Donor agencies or Partners.

##### 4.4. In situations where IOC requests a RedR deployable expert:

###### *Expert Remuneration*

- (a) Unless otherwise agreed, RedR will fund a deployment package that includes the following components: remuneration including salary and a Living Allowance for the term of the contract, annual leave provisions, a return airfare (economy) to and from the duty station, pre and post deployment medical and psycho-social assessments, insurance, and superannuation/pension contributions (if the expert is an Australian resident for tax purposes).

###### *Initial entry visa*

- (b) RedR will be responsible for obtaining, from the competent local authorities, initial visas and any other necessary travel documents to facilitate the expert's initial entry into a foreign port. IOC shall provide RedR with a supporting letter that can support the initial visa application process.

###### *Right to live, work and remain*

- (c) IOC will facilitate the procedures for obtaining the requisite visa necessary to enable to RedR expert to live, work and remain in the county legally for the duration of their contract.

*In-country administration*

- (d) IOC will host the RedR expert in their office and will provide the necessary administrative and operational support to facilitate their work in accordance with the agreed Terms of Reference. This includes all costs relating to a safe and secure office space, desk, and equipment including a computer.
- (e) The RedR will comply with the internal rules and regulation of the IOC

*Work-related travel*

- (f) IOC where needed may cover all costs related to the expert undertaking work-related travel outside of the duty station, including internal or regional flights, accommodation, visa application costs (if applicable) and an allowance for meals and incidental expenses in accordance with IOC organisational policy.

*Extension of an initial-term contract*

- (g) Should IOC seek the extension of the services provided by the RedR expert beyond the initial agreed contract term, IOC will: a) provide a minimum of 30 days' notice to RedR of the intention to request an extension; and b) agree to contribute an unspecified (to be negotiated amount) to the overall RedR expert remuneration package. RedR will be under no obligation to accept the request for such an extension.

- 4.5. Each Party will bear its own costs associated with the negotiation, preparation and execution of this MOU.

**5. RELATIONSHIP OF THE PARTIES**

- 5.1. Nothing in this MOU constitutes any Party as an agent, partner or trustee of any other Party or creates any agency, partnership, joint venture or trust for any purpose.
- 5.2. The Parties do not have any authority or power to act for, or to create or assume any responsibility or obligation on behalf of the other Party.

**6. USE OF NAME, EMBLEM, LOGO & TRADEMARKS; COMMUNICATIONS & PUBLIC STATEMENTS**

- 6.1. Neither Party shall use the other Party's name, any agreed abbreviation thereof, emblem, logo or trademark (as applicable) without the express prior written approval of the other Party.
- 6.2. The Parties will work together to gain mutually beneficial public visibility for the ongoing relationship.
- 6.3. Neither Party shall issue press releases or other public statements in respect of this MoU or any Implementation Agreement without the express prior written approval of the other Party. If any press release or public statement is made by a Party pursuant to this Clause, such Party shall give recognition to the other Party by way of mention.

**7. CONFIDENTIALITY**

- 7.1. Each Party shall take all reasonable precautions to ensure that this MoU and/or the information contained herein shall not be disclosed to any non-affiliated third parties, unless otherwise agreed to in writing between the Parties.

7.2. The Parties agree that all non-publicly available material shall be considered confidential, and save for RedR's and IOC's governance reporting requirements, shall not be disclosed by either Party to any third parties without the other Party's prior written agreement.

7.3. The Partners will protect the confidentiality of Information during the period of the implementation of this MOI as well as following the suspension, expiration or termination of this MOU.

## **8. INTELLECTUAL PROPERTY RIGHTS**

8.1. Each Party shall ensure that intellectual property rights and other property rights of the other Party or third parties are not infringed during the course of this MoU and each Implementing Agreement.

## **9. PREVENTION OF SEXUAL EXPLOITATION, ABUSE OR HARRASMENT**

9.1. RedR and IOC are committed to the protection of vulnerable populations in humanitarian crisis, including from sexual exploitation and abuse. By entering into an agreement with RedR, IOC undertakes to adhere to: (i) the standards set out in the Secretary-General's Bulletin Special measures for protection from sexual exploitation and sexual abuse (ST/SGB/2003/13); (ii) any minimum operating standards adopted as a result of the Statement of Commitment on Eliminating Sexual Abuse and Abuse by UN and Non-UN Personnel of 4 December 2006; and (iii) DFAT's [Protection from Sexual Exploitation, Abuse or Harassment \(PSEAH\) Policy \(4/4/2019\)](#), and (iv) as notified to IOC by RedR from time to time.

9.2. IOC shall ensure that its personnel, agents, contractors and subcontractors conform to the highest standards of moral and ethical conduct. Any failure by IOC to take preventive measures against sexual exploitation or abuse, to investigate allegations thereof or to take corrective action, shall constitute grounds for termination of the MoU.

9.3. RedR acknowledges that IOC is required to adhere to such domestic laws and corporate policies as are applicable to its operations by law or contract.

## **10. PREVENTION OF CHILD EXPLOITATION OR ABUSE**

10.1. Neither Party is engaged in any practice inconsistent with the rights set forth in the Convention on the Rights of the Child, including Article 32 thereof, which, inter alia, requires that a child shall be protected from performing any work that is likely to be hazardous, or to interfere with the child's education, or to be harmful to the child's health or physical, mental, spiritual, moral or social development.

10.2. RedR and IOC are committed to the protection and prevention of child exploitation and abuse as outlined in [DFAT's Child Protection Policy \(2017\)](#). RedR has zero tolerance approach to Child exploitation or abuse. RedR's partners are expected to act in accordance with the policy principles outlined in this document, and abide by their own relevant policies, international declarations, conventions, agreements and domestic legal frameworks, which seek to protect children.

## **11. SPECIAL WARRANTIES**

11.1. Neither Party is engaged in the sale or manufacture of anti-personnel mines or components utilized in the mines or components of anti-personnel mines.

- 11.2. Consistent with UN Security Council Resolutions relating to terrorism, including UNSC Resolution 1373 (2001) and 1267 (1999) and related resolutions, both RedR and IOC will seek to ensure that none of their funds are used, directly or indirectly, to provide support to individuals or entities associated with terrorism.
- 11.3. To those ends, RedR and IOC are committed to use reasonable efforts to ensure that funds are not used to provide assistance to, or otherwise support, terrorists or terrorist organizations. The Parties are committed to the principles of preventing fraud and corruption in their workplace and their business deal. Parties agree to have the relevant policies, protocols, monitoring and reporting mechanisms in place before any activity is undertaken.

## 12. NOTICES

Any notice or communication hereunder shall be made in writing and may be provided by personal delivery or registered post to the addresses stated above, or by facsimile or email as indicated below:

**All notices to IOC shall be delivered to:**

IOC  
Blue Tower, 3rd Floor, Institute Avenue, 72201 – Ebene, Mauritius

Attention: Secretary General  
Tel.: +230 402 6100  
Email: [secretariat@coi-ioc.org](mailto:secretariat@coi-ioc.org)

**All notices to RedR shall be delivered to:**

RedR Australia  
55-61 Barry Street, Carlton, Victoria 3053, Australia

Attention: Regional Manager Middle East and Africa  
Tel.: +962 7 9182 7669  
E-mail: [operations@redr.org.au](mailto:operations@redr.org.au)

## 13. INDEPENDENCE AND LIABILITY OF THE PARTIES

Nothing in this MoU, an Implementation Agreement or any document entered into in connection with this MoU shall be deemed to create any joint venture, joint liability partnership, association or company of any sort between the Parties, nor shall any Party be deemed an agent of the other. The Parties shall be independent of each other and the relationship between them shall be that of two independent contractors. Each Party shall be responsible for its own actions and omissions, including those of its directors, officers, employees, agents and contractors and shall indemnify the other Party in respect of any loss, claim or damage suffered as a result of its gross negligence, wilful misconduct, breach or omissions hereunder.

## 14. DURATION; AMMENDMENT; TERMINATION

- 14.1. This MoU comes into force on the date the last of the Parties signs this MoU and shall remain effective for five (5) years unless terminated earlier by either Party in accordance with Clause 14.3 hereof. The Parties may agree to extend this MoU by mutual written agreement.
- 14.2. This MoU shall not be amended, modified, varied or supplemented except in writing signed by duly authorized representatives of the Parties. Any such amendment shall become an integral part of this MoU.

- 14.3. Either Party may terminate this MoU at any time by providing not less than 1 (one) months' notice in writing to the other Party, except that either Party may terminate this MoU in writing with immediate effect if:
- (a) in its sole discretion, it determines that association with the other Party shall adversely affect its status, reputation or neutrality; or
  - (b) the other Party breaches any of its obligations under this MoU, or any Implementation Agreement, or if such breach is capable of remedy, the breaching Party fails to remedy such breach to the satisfaction of the non-breaching Party within 14 (fourteen) calendar days of being required in that regard by the non-breaching Party.
- 14.4. Early termination of the present MoU shall not affect the implementation and conclusion of Implementation Agreements or exchange of letters, or any other agreements containing binding commitments for either Party arising from this MoU in anyway whatsoever.
- 14.5. The rights and obligations set forth in Clauses 5, 6, 7, 8, 9, 10, 11 and 13 hereof shall survive, and are without prejudice to, the termination or expiry of this MoU.

## 15. DISPUTE RESOLUTION

Any difference or dispute between Partners concerning the interpretation, implementation or application of any provision of this MOU will be settled amicably through mutual consultation between the Parties without reference to any international tribunal.

## 16. PRIVILEGES AND IMMUNITIES

Nothing in this MoU, any Implementation Agreement or any document entered into in connection with this MoU shall imply waiver, express or implied, by RedR, of any of the privileges or immunities enjoyed by RedR.

This MoU is executed on the last date noted below by duly authorised officers of the Parties.

## EXECUTION

Signed for and on behalf of **RedR Australia**:

Signed for and on behalf of **IOC**:

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Signatory name

\_\_\_\_\_  
Signatory name

\_\_\_\_\_  
Signatory Title

\_\_\_\_\_  
Signatory Title

\_\_\_\_\_  
Date of execution

\_\_\_\_\_  
Date of execution

Annex 1 - Sample of RedR Australia Roster skill sets as at date of signature

<p><b>International Governance</b></p> <ul style="list-style-type: none"> <li>● Economic development</li> <li>● Trade</li> <li>● Public Policy</li> <li>● Elections</li> </ul>	<p><b>Construction &amp; Infrastructure</b></p> <ul style="list-style-type: none"> <li>● Civil/structural engineering</li> <li>● Emergency shelter</li> <li>● Architecture</li> <li>● Public infrastructure</li> </ul>
<p><b>Coordination</b></p> <ul style="list-style-type: none"> <li>● Humanitarian affairs</li> <li>● Camp management</li> <li>● Assessment</li> <li>● Monitoring, Evaluation &amp; Learning (MEL)</li> <li>● Accountability to Affected Populations (AAP)</li> <li>● Cluster coordination</li> <li>● Civil-Military Coordination (CMCoord)</li> <li>● Project Management</li> <li>● General coordination</li> </ul>	<p><b>Protection &amp; Legal</b></p> <ul style="list-style-type: none"> <li>● Child Protection</li> <li>● Gender</li> <li>● Gender-Based Violence (GBV)</li> <li>● Mental Health &amp; Psychosocial Support (MHPSS)</li> <li>● Refugee Status Determination (RSD)</li> <li>● Disability Inclusion</li> <li>● General Protection</li> <li>● Human Rights</li> <li>● Law &amp; Justice</li> </ul>
<p><b>Communications</b></p> <ul style="list-style-type: none"> <li>● Media liaison</li> <li>● Public information</li> <li>● Communication with communities</li> <li>● Reporting</li> <li>● Resource mobilisation/Donor relations</li> </ul>	<p><b>Health</b></p> <ul style="list-style-type: none"> <li>● Public Health</li> <li>● Sexual &amp; Reproductive Health (SRH)</li> <li>● Nutrition</li> <li>● Medical/paramedical</li> </ul>
<p><b>Education</b></p> <ul style="list-style-type: none"> <li>● Education in Emergencies (EiE)</li> <li>● General education</li> </ul>	<p><b>Resilience &amp; Risk Reduction</b></p> <ul style="list-style-type: none"> <li>● Disaster Risk Reduction (DRR)</li> <li>● Emergency preparedness</li> <li>● Climate change</li> </ul>
<p><b>Logistics &amp; Procurement</b></p> <ul style="list-style-type: none"> <li>● Supply chain</li> <li>● Warehouse management</li> <li>● Procurement</li> <li>● Transport</li> <li>● General logistics</li> </ul>	<p><b>IT &amp; Systems</b></p> <ul style="list-style-type: none"> <li>● GIS/mapping</li> <li>● Data analysis</li> <li>● Information &amp; Communications Technology (ICT)</li> <li>● Telecommunications</li> <li>● Database development</li> </ul>
<p><b>Recovery</b></p> <ul style="list-style-type: none"> <li>● Food security</li> <li>● Livelihoods</li> <li>● Early recovery</li> <li>● Cash/Voucher-Based Programming (C/VBP)</li> </ul>	<p><b>Training &amp; Capacity Development</b></p> <ul style="list-style-type: none"> <li>● Training design (general)</li> <li>● Training design (scale-up operations)</li> <li>● Training delivery (general)</li> <li>● Training delivery (scale-up operations)</li> </ul>
<p><b>WASH</b></p> <ul style="list-style-type: none"> <li>● Water engineering</li> <li>● Water supply</li> <li>● Hydrogeology</li> <li>● Hygiene promotion</li> </ul>	<p><b>Safety &amp; Security</b></p> <ul style="list-style-type: none"> <li>● Field safety</li> <li>● Anti-corruption</li> <li>● Counter-Terrorism</li> <li>● Security risk assessment</li> </ul>

## Annex 2 - Process for selection of RedR Australia roster personnel - General principles

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1. RedR Australia (herein RedR) has qualified technical Experts (herein Experts) on its Roster. RedR performs background checks on these Specialists including, but not limited to, criminal history check, certificates of UN BSAFE training. RedR also ensures that their Roster personnel sign RedR's requisite organisational policies and codes of conduct.
2. IOC will submit requests (see Annex 4 for template) to RedR for services of Experts. Such requests must include the context for the need and use of the Experts, as well as a detailed TOR for the temporary assignment, including tentative start and duration.
3. Where possible, IOC will include references in their TORs on how gender equality, disability inclusion, localisation, harmonisation and protection considerations will be taken into account during the assignment.
4. RedR will share the available profile(s) of applicants for the requested role, their period of availability and current location from which they will deploy.
5. IOC reserves the right to review, including through a "fit check call", and choose the most appropriate profile for the role and best fit for the team and the context of intervention or reject the profiles put forward by RedR.
6. It is understood that the selected Experts is not hired by IOC, but is rather employed by RedR Australia and deployed to IOC for a temporary assignment.

**Annex 3. Deployments from RedR to IOC – Obligations and Accountabilities**

Deployment entitlements and conditions	IOC	RedR Australia
Employment contract (employer), salary, on costs and per diems		X
Insurance		X
Medical and psychosocial costs		X
Flights to first port of entry in country		X
Internal flights/transport (from port of entry to duty station) if required	N/A	
Visa lodgement support and entry requirements (incl follow-up)	X (IOC to provide advice on visa type and process; support letters and documentation; in-country lodgement where applicable; and visa costs)	X (shares advice from IOC with deployees and supports the process)
Airport collection on arrival to duty station	X	
Other transportation is afforded on same basis as IOC staff members (i.e. between accommodation and office)		
Initial accommodation booking on arrival at duty station. Deployees to cover costs.	X (IOC to provide information on hotels and accommodation facilities),	X (shares advice from IOC with deployees)
Supervision and performance management	X	
Completion of performance evaluation report for the Expert (PER) for Expert at conclusion of deployment	X	
Office space, support and equipment including: *laptop/computer *office space *email, server and internet access *desk and chair *printer access	X	
Official/field mission travel costs, on same basis as IOC staff members	X	
Internal travel approvals	X	X (deployees to submit to RedR 5 days in advance)
Security protections	X (Same security protections as afforded to IOC staff )	X (RedR security team support is also provided to deployees)
Rest and Recuperation	X (sets policy/practice and covers travel costs)	

Leave entitlements and approvals	X (IOC supervisor approves leave requests)	X (sets leave entitlements for deployees as the employer, also approves leave requests)
Reporting of incidents to RedR	X	
Collaboration with RedR in the event of a security or medical emergency requiring the evacuation of the Expert	X	

DRAFT

#### Annex 4. Request for Personnel

Form to be completed by IOC and emailed to RedR at [Deployments@redr.org.au](mailto:Deployments@redr.org.au).

This template may be amended during the execution of this partnership agreement upon agreement between the two parties to address operational needs. Below details a representative sample only.

#### Request Details

Job title:	Disaster Risk Assessment Expert
Role Level (if relevant):	N/A
Requesting Organisation:	IOC
Country and Duty Station:	Ebene, Mauritius
Is remote work possible?	No
Security Level at Duty Station:	UN SRM Lvl 1
Proposed Start Date (dd/mm/yyyy):	01 Apr 23
Proposed Duration of Deployment (months):	12

#### Key Contacts

Country Representative / Head of Office of Requesting Organisation	
Name:	
Title:	
Telephone:	+230 402 6100
Email:	

**Commenté [GB1]:** Prérrogative du SG de nommer la personne

Supervisor of RedR Specialist (if different to the above)	
Name:	
Title:	
Telephone:	
Email:	

**Commenté [GB2]:** idem

Organisation Administrative Focal Point (i.e. visa support)	
Name:	
Title:	
Telephone:	
Email:	

**Commenté [BCKT3]:** Check with GB if HR department or SAF ?

**Commenté [GB4R3]:** To be guided by Director on the internal process

#### Equipment – provided by requesting Agency

Item	Yes	No	If no, please explain why
Laptop or Computer	X		
Phone/SIM/Phone credit		X	To be provided by RedR
Desk and office space	X		
Chair	X		

## Terms of Reference

### Overview

#### Requesting Organisation Overview (circa 300 words max.)

The Indian Ocean Commission (IOC) is an intergovernmental organisation established in 1984 by virtue of the General Agreement for Cooperation known as the "Accord de Victoria". The Member States are composed of the Union of Comoros, France on behalf of Réunion island, the Republics of Madagascar, Mauritius, and Seychelles. The decisional Governing body of the IOC is the Council of Ministers, which meets on a yearly basis. The areas of cooperation and mandate of the IOC cover a large scope of thematic areas, and its operation is structured under four strategic guidelines pertaining to:

1. Diplomacy, peace, and stability, promoting a culture of dialogue for peace and maritime safety and security.
2. Sustainable economic development and growth focusing on a conducive environment for blue and green growth.
3. Environment and climate change, striving for resilient building and sustainable management and use of natural resources.
4. Human development and regional identity aiming at strengthening societies for growth and development.

The development projects implemented by the IOC are financed by different partners, namely: the "Agence Francaise de Development and Fond Français pour l'environnement "; the European Union; the World Bank; the Green Climate Fund. Under some thematic areas, the activities are supported as well by the observer countries and institutions of the IOC. Partnership and collaboration with specialised agencies of the United Nations are also encouraged.

### Deployment Role

#### Role Overview (circa 300 words max.)

In line with the strategic guidelines, the IOC Council of Ministers adopted, in 2013 a regional Strategy for adaptation to climate change, and in 2019 an integrated climate change and disaster reduction action was adopted. These two documents serve to guide the actions of the Indian Ocean Commission on disaster risk reduction and to build resilience to climate change.

The Plan includes seven domains of intervention (identified as "priority actions") amongst which are the four priorities identified by the Sendai Framework for Action on Disaster Risk Reduction (2015-2030) - Understanding Disaster Risk - Strengthening Disaster Risk Governance to Manage Disaster Risk - Investing in Disaster Risk Reduction for Resilience - Improving Disaster Preparedness for Effective Response and - "Building Back Better" in Recovery. Three additional priorities for action have been added to the Action Plan to reflect the specific needs of the region, namely - Financial aspects and risk transfer mechanisms - Stakeholder participation, communication, and awareness-raising actions - Specific awareness-raising actions in favour of SIDS. The action plan takes into consideration the impact of Climate change hence the importance of mainstreaming climate change mitigation and adaptation measures.

The IOC in collaboration with the Commonwealth had developed a framework to foster interregional partnerships between islands of the WIO with the Pacific and the Caribbean. Through this framework, the Climate Resilient Island Partnership (CRIP), IOC had signed a partnership agreement with SPREP and the CCCCC to collaborate on matters related to climate change. This partnership needs to be revamped with the perspective of sustainability and expanded to other regional institutions in these two regions.

The Secretariat of the Indian Ocean Commission is implementing a few projects which aim at reducing the impact of climate-induced disasters: improving capacity for preparedness and response and enhancing early warning systems. These programmes do not address all the components of the Action Plan. While preparedness and response to climatic risks are being given much attention, not much attention is being given to other aspects such as investment and building back better are still in their infancy stage. There is a need to address issues related to urban plans, and infrastructure because incidents of flooding and landslides are gradually increasing. The capacity of the IOC to support its member States in addressing these issues is limited hence the need to build capacity in the region.

While some experts in hydrology and meteorology will be recruited as part of the technical assistance to support the implementation of projects, there is still a need to reinforce inhouse capacity on disaster risk reduction. A project officer with a background in DRR has been recruited to support the coordination and monitoring of an ongoing project entitled the "Resilience Building and Disaster Response Management in the Indian Ocean Region" there is still a need for a dedicated expert to strengthen the capacity of the Department of Environment and Climate Change of the IOC in matters related to DRR. IOC is working in close collaboration with UNDRR and PIROI for the implementation of the programme. Furthermore, the IOC is in the process of developing its new Strategic Action Plan for the next 10 years whereby resilience and disaster risk reduction constitute an important part.

**Role Objectives (circa 200 words max.)**

*Please limit to three main objectives which clearly articulate what this deployment will achieve.*

The general objective of the assignment is to strengthen the capacity of the IOC secretariat to support its member States to address urbanisation challenges and climatic hazards in line with the Sendai Framework, the SAMOA and the executive action plan 2023-2030 on early warning action for all.

Specific objectives are:

- i. To provide technical support and strategic advice to the IOC secretariat in addressing urban development challenges considering climate change.
- ii. Increased public and private investment in critical infrastructure that will withstand disasters and reduce the impact of climate change.
- iii. To support IOC in the preparation of the sub-regional report on the implementation of the Sendai Framework and SAMOA pathway on DRR.
- iv. To promote dialogue and exchange between the island States of Africa, the Caribbean, and the Pacific on disaster risk preparedness and response.

Expected results of the thematic expert

- A regional framework to increase investment in DRR and in critical infrastructure.
- A mechanism in place for continuous interregional SIDS dialogue and exchanges.
- Strategy to engage with regional organizations in the Caribbean and Pacific for cross fertilisation of experiences.
- A sub-regional status report on the implementation of the Sendai Framework considering the SAMOA pathway for IOC Member States.

**Duties and Responsibilities (300 words max.)**

*Please describe how gender equality, disability inclusion, localisation and protection considerations will be incorporated into deployment duties or outcomes (Including any programme design or delivery).*

The DRR Expert will work in close collaboration with the Officer in charge of DRR portfolio as designated by the Secretary General of the IOC. He/she will collaborate with IOC's ongoing projects and its partners to undertake the following tasks:

- Support the coordination of actions in DRR and provide strategic and technical advice to support decision making.
- Provide substantive input to develop and maintain partnerships with the islands of Africa, the Caribbean and the Pacific on disaster preparedness and response.
- Support the development of a resource mobilisation strategy for the Climate-resilient Island partnership.
- Support preparing regional status documents pertaining to the implementation of the Sendai framework to inform the African and Global DRR Platforms and the SAMOA pathway review.
- Support to integrate urban and human sociology aspects into risk management approaches for both decision-makers and planners.
- Support to develop guidelines for resilient infrastructures.

**Additional information**

R&R is granted to eligible individuals who are required to work for extended period at the duty stations under hazardous, stressful and difficult condition. The number of days is determined on case-by-case basis with the approval of the executive director.

**Selection Criteria**

**Qualifications (200 words max.)**

- At least MSc in the field of environmental engineering and/or sustainable development and/or urban planning and/or equivalent.
- Good communication skills.

**Skills and Experience (300 words max.)**

**General professional experience:**

- 10 (ten) years of professional experience in public policies and management.
- At least 5 (five) years of professional experience in the field of disaster risk preparedness, response, and reconstruction.
- Competency in spatial planning and disaster risk assessment for buildings.
- Experience working with national, regional and or international institutions.

**Specific professional experience:**

- Good knowledge of disaster risk preparedness and crisis response management.
- Good knowledge of environmental standards and;
- Proven experience in Knowledge of Early Warning Systems is an asset.
- Strong analytical and synthesis skills.
- Ability to interact with different types of actors (public institutions, civil society...).
- Knowledge of the financial mechanisms of international organizations.

**Language Requirements and Proficiency Required**

- Fluent in French and English, both written and spoken.

Signature:

Date:

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Rationale for the rating with reference to compelling evidence:
Lessons learned:

PART 3 – Impact and Sustainability of the Deployment (To be completed by the supervisor)					
1. <b>IMPACT on Organisation:</b> How (if at all) has this deployment strengthened your organisation or operation? (E.g. through transfer of skills, new initiatives, innovation, set-up of new systems, etc.)					
2. <b>IMPACT on national and local leadership:</b> How has this deployment contributed to strengthening national and local leadership in humanitarian action? (E.g. by reinforcing local decision-making making, increasing diversity of local actors)					
3. <b>SUSTAINABILITY for Organisation:</b> How will your organisation ensure that the deployee’s contribution is sustained? (E.g. institutionalisation of new practices, handover, replacement)					
4. <b>EFFECT on the situation on the ground/persons of concern, if relevant:</b> How has this deployment provided relief or assistance to affected populations?					
After discussing with deployee, the supervisor highlights most appropriate overall rating for impact and sustainability on following scale					
1 (very poor)	2 (poor)	3 (less than adequate)	4 (adequate)	5 (good)	6 (very good)
Rationale for the rating with reference to evidence:					
Lessons learned:					

**PART 4 – Professional Competencies Evaluation**  
(To be completed by the supervisor, with input from technical focal point as applicable)

RATINGS	Unsatisfactory	Only Adequate	Satisfactory	Very Good	Exceptional
<b>Technical competencies</b> (Job competence, technical know-how and understanding)	<input type="checkbox"/>				
<b>Work relations/interpersonal skills</b> (Relations with other staff, Government and/or implementing agencies)	<input type="checkbox"/>				
<b>Communication skills</b> (Expression of ideas and thoughts, both oral and written)	<input type="checkbox"/>				
<b>Commitment/ Attitude/Drive</b> (Dedication, initiative, enthusiasm, interest)	<input type="checkbox"/>				

GENERAL COMMENTS on the deployee's overall performance:

<b>RECOMMENDATION by Supervisor:</b> Deployee should be considered for: (tick one)	<input type="checkbox"/> Deployments with the same type of tasks as this one <input type="checkbox"/> More complex and difficult tasks <input type="checkbox"/> Less demanding tasks only <input type="checkbox"/> Tasks in a different technical area <input type="checkbox"/> Should <u>NOT</u> be considered for future deployments
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Supervisor's name:  
  
Title:  
  
Date:

**PART 5 – Deployee’s Review of Ratings/Assessment by the Supervisor** Agree with the above evaluation Do not agree with the above evaluation**GENERAL COMMENTS by the Deployee:**

Comment, for example, on your overall performance and on any strengths, skills or qualities which you possess.

**COMPETENCY DEVELOPMENT AND TRAINING NEED:**

Please indicate your need (if any) for further job-related training.

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