



International Federation of Red Cross and Red Crescent Societies

South Asia Regional Delegation

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TERMS OF REFERENCE RDRT SKILL DEVELOPMENT REVIEW SOUTH ASIA

BACKGROUND:

The RDRT (Regional Disaster Response Team) was conceived as a disaster response tool in 1998 for effective, efficient disaster response and optimal use of resources at a regional level. It consists of experienced National Society staff and volunteers who can be deployed for disaster response.

Supporting National Societies in disaster response operations as its core function, RDRT has specialized skills in relief assessment, relief distribution, water and sanitation, logistics, health, shelter and IT/Telecommunications.

The South Asia Regional Disaster Response Team was started in 2002. During the past decade, over 200 staff and volunteers have been trained and at present we have a total of 87 members who are trained and recommended (Includes persons trained on RDRT from 2002 – March 2011 and RDRT specialized skills) in South Asia with different skill sets who can be deployed for disaster response operations. The RDRT members are based in multiple countries both in National Headquarters and branches of the National Societies of the region.

However, there is a concern that the traditional training methods utilized in training courses are not maximizing the learning opportunities and fully achieving the learning objectives. In addition, ways need to be found to continue to build skills and experience beyond the training courses to ensure that skill levels stay fresh and relevant and so that RDRT members continue to develop skills in line with up-to-date best practice. These could include but not be limited to on line learning; community of practice; peer support; and secondment opportunities.

PURPOSE:

To review the current methodologies involved in training RDRT members and to propose improved formal and informal approaches for skill development.

SCOPE OF WORK:

- Ø Examine the learning methodologies used in the current RDRT induction and refresher training courses and recommend an improved adult learning approach for these courses (note that a rewrite or design of the content of these training courses is not required at this stage)
- Ø Review the commitments required from RDRT course participants to attend and pass
- Ø Examine the learning methodologies used in the specialist RDRT training courses (emergency health; logistics; water/sanitation; emergency shelter) and



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recommend an improved adult learning approach for these courses (secondary priority)

- Ø Review the RDRT environment to determine what options are available to continue skills development beyond the formal training courses. This will include practical recommendations about setting and maintaining any relevant systems or approaches.
- Ø The focus will be on South Asia, but it is anticipated that there will be applicable conclusions for South East Asia too.

DELIVERABLES :

Produce a report with executive summary, of no more than 15-20 pages that outlines the findings in relation to the above scope. The report should include a feasibility analysis and practical steps needed for any recommended approaches.

METHODOLOGY:

The following methodologies will be carried out while doing the evaluation.

- Interviews / consultation with selected National Society Senior Management at NHQ
- Interview / consultation with the RDRT members including those with deployment experience
- Interviews / consultation with Federation personnel from select Country Delegations
- Interviews with the key people involved in RDRT training course delivery
- Desk review of training materials

TIME SCHEDULE:

Use of a consultant:

1. Eight days in December, 2011 – the work could be undertaken remotely but may require a brief visit to Delhi.

An experienced and independent training / skills development specialist

EXPERIENCE/ SKILLS REQUIRED:

- Substantial experience in adult learning methodologies and training facilitation, together with capacity building



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- Additional experience in disaster response would be an additional benefit but is not compulsory
- Experience and understanding of working culture in the South Asia region
- Analytical and report writing skills (submit previous evaluation and writing samples)
- Fluency in English (written and speaking)