

December 2022

Ref No. PD22.NESERB.064

Terms of Reference

Subject: Training for Guards

Location/s: Hassakeh and Raqqa

Timeline: Over a 2-3 week period from 15/01/23 to 15/12/23

Area of expertise: Security Guard Training under the management of the Security Manager.

1.1 CONTEXT

NES is a complex environment with many local and international actors providing generally stable environment, but one that is prone to extreme insecurity on occasion. Namely during the Hassakeh prison attack in January 2022 causing shut down of all operational locations and movement. Furthermore, due to the tribal / familial complexity of Syria, the potential for arguments between local groups to escalate violently and quickly is significant. Lastly, due to the deterioration of the local currency, and with stagnated economy activity owing to the fragile security context, thefts are becoming increasingly common, including against NGO facilities.

1.2 Locations of the training

Training would be conducted during one or both of the 'Farm' operational locations, Hassakeh, Derek, and Raqqa.

1.3 MAG in NES

A brief history of MAG and our programs/projects in NES.

MAG has been operating in NES since 2016, and with a hiatus from October-2019 to November 2020 due to the Turkish incursion. MAG has operated extensively in Raqqa, Tal Tamr, Ein Issa and South of Shaddadi. Up until October 2019, MAG guards were armed at all locations, including the field. Currently MAG does not use armed guards only in the case of exceptional circumstances can they be authorized to carry weapons.

2.1 Background of the project/activity that we want to conduct

Due to the capacity of the security management department and the guards

3 OBJECTIVES OF THE CONSULTANCY/SERVICE/TRAINING

3.1 General Objective

To enhance the capacity / skill set of guards to increase their situational awareness and ability to react to incidents.

3.1 Specific Objectives

- Conflict Management / De-escalation
- Incident Response

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- Situational Awareness
- Enhancement of guard duties including searching assets, people, and vehicles.

1.2 Deliverables

Assessment / End Exercise evaluating the abilities of all guards against specific objective criteria
Course Content/curriculum in Arabic (training manual) for future reference
Certification to each Guard/Trainee upon successful completion of the course

4. Stakeholders involved in the training (if any)

N/A

5. Geographical coverage (if applicable)

The training will take place in the AANES (Autonomous Administration of North East Syria covering the farm operational bases of Hassakeh, Derek, and Raqqa cities.

6. Timeline

Expected Start Date: January 2023 / December 2023

7. Required background and skills of the company trainers

- Security management specialist with extensive professional and personal experience in the Middle East
- An educated and multilingual operator, with a deep understanding of ME regional cultures and peoples.
- Knowledge any security decisions have taken local sentiments and prevailing conditions into consideration.
- Wide experience in liaison between foreign clients and regional/national government, security and business figures, my outstanding networking abilities, combined with outstanding security skills, ensure a safe working environment for those with business in high-risk areas.
- At least 5 years' experience working in the field of security management & training, either NGO, Corporate, or Military / Police
- Previous experience in training and development of guards in middle east context
- Trauma first aid Trainer
- Good understanding of NES government and legal system, familiarity with NES law
- Excellent English language and writing skills
- Knowledge of Arabic and/or Kurdish would be an asset (in case not, please include budget in financial proposal for a translator)
- ISO Company Registration
- Trainer CV
- Examples / Reports / Evaluation of Training Sessions conducted with other clients
- Summary of contracts with other NGOs / Companies