

**Delivering on the Commitments to People Affected by Crisis**  
***Improving the accessibility of CHS Verification Scheme for National Actors***

## **Call for Expression of Interest**

### **Background**

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The Core Humanitarian Standard is a set of commitments organisations have made to people affected by crises. If we want to ensure organisations are putting their rights and dignity at the centre of our work, organisations, organisations need to not only commit to meeting the standard, but measure and improve how they are meeting their commitments.

The modality established to support organisations to do this is the CHS Quality Assurance Verification Scheme. It currently offers three verification options, Self Assessment, Independent Verification and Certification. We have evidence from these efforts, that show the verification process is driving improvements in organisations in their policies, processes and practice, bringing changes needed for greater accountability to affected people.

To date, it is highly commendable the efforts that 150 organisations have made to measure how they are meeting the Commitments. However, to meet the commitments to people affected, this effort of measuring and making improvements to meet the standard, has to be taken to scale. This means a greater number of organisations verifying. It also means that the organisations applying, leading and promoting this standard have to be the ones at the frontline of delivery. This requires ensuring the scheme is accessible to the many national and local organisations working in and for their communities.

Of the 150 organisations who are verifying their efforts, 21 are National NGOs. While we are seeing this number increasing, more needs to be done to enable greater take up.

### **Aims and Expectation**

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This review aims to provide a well-researched analysis of what it will take for the CHS Verification Scheme to meet its ambition; *as many organisations as possible measuring how they are meeting the commitments to people in crisis and making the needed improvements*. Its focus will be on what is required from the perspective of national actors.

It will require a team (2 or 3) consultants to undertake approximately 60 days of work between July and December 2022. Working closely with the CHS Alliance team and its Verification Advisory Panel, the team will research existing work and lesson learnt to date, discuss with a wide variety of stakeholders, and produce a well-reasoned report to inform decision making for the way ahead.

### **Three focus areas for the review**

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#### **1. Capturing the various perspectives of National actors regarding CHS verification**

The review will capture the various perspectives of national actors on the current barriers and incentives to using the CHS Verification Scheme to improve accountability to people affected by crisis.

CHS Alliance has spent the last 18 months, conducting a series of national workshops, talking to partners and national NGOs to learn about their knowledge, interest, opportunities for the CHS, as well as some of the perceived barriers. This review will build on and complement this research to articulate the factors needed to improve the accessibility.

Questions to explore:

- How to improve awareness of CHS?
- What are the impacts (positive and negative) of undertaking the different CHS verification process?
- What are the perceived and actual barriers for national organisations to verify against the CHS?
- What is needed for greater support for organisations to meet the commitments?
- How will efforts to verify be recognised by others?

Consultation with:

- National organisations who have verified.
- National organisations not members of the Alliance
- Organisations involved in HQAI Facilitation fund, group audit and direct funding pilot
- Key networks including NEAR network, A4EP, Charter for Change and Start network

Informed by

- HAR 2020 and HAR 2022
- Learning from CHS Alliance workshops with national actors

## **2. What changes are needed by others key players to enable greater take up of measuring and improving the ability to meet the commitments**

Accountability to people in crisis requires a whole of system approach to considering the incentives and barriers that are in place. The review will consider what is needed by other actors to enable greater organisational accountability through the CHS verification scheme, particularly the role of INGOs, Government donors, the UN and pooled fund mechanisms.

Questions to explore

- What is the role of the CHS and verification in reducing the burden of donor due diligence processes?
- What are the implications donors support to and recognition of the CHS on the uptake of the CHS for national organisations?
- What actions are needed to increase donors and funding bodies support for CHS verification?

Consultation with:

- Verified organisations
- Grand Bargain Intermediaries work
- Donors working with the CHS
- Donors not working with CHS

Informed by

- The 2020 CHS Alliance review of the CHS and Donor Due Diligence processes
- Reports from HQAI / CHS Alliance / Start's Webinars and workshops on "Due Diligence" webinars

#### **4. Learning from the current Scheme –**

The current scheme has been used for the last six years., with an increasing number of organisations using it. There were adjustments made to the Scheme based on the 2019 review, it requires a constant learning process with the users of the scheme to enable it to meet its ambitions of greater accountability to people in crisis.

Questions to explore

- How the current three options can be taken to scale?
- How the current three options need to adapt, or be added to, to enable greater take up of the CHS?
- What are the opportunities and challenges for CHS verification capacities in countries/regions?

Collaboration with:

- HQAI
- HQAI audited partners
- VAP members

Informed by

- Verification Scheme and the changes made
- 2019 Verification Scheme Review
- Other experience of application of the CHS (shared by CHS copyright holders and others)

#### **Timeline and Deliverables**

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##### **Facilitated consultations on options and findings with**

- CHS Alliance General Assembly (all its members – 29 September)
- CHS Alliance Verification Advisory Panel (Nov – Dec)
- CHS Alliance Governing Board (Sept and Dec)
- HQAI and its Governing Board (TBD)

##### **Deliverables**

- Final Report (no more than 30 pages + annexes) that includes:
  - o Opportunities, barriers, and actions for CHS Alliance to increase accessibility and uptake of the CHS verification by national organisations;
  - o Opportunities, barriers, implications, and actions for increased donors and funding bodies support and recognition of the CHS verification;
  - o Recommendations on necessary modifications of scheme to ensure a robust approach to measuring and improving the delivery of the CHS Commitments.
- Summary overview (5 pages)

#### **Key tasks and responsibilities**

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The review team will be responsible for:

- leading on all aspects of the Review;
- designing the review methodology and data collection tools;
- leading on quality assurance, data analysis, drawing conclusions and learning points, developing recommendations, and report write-up;
- drafting the deliverables and sharing these with the CHS Alliance for feedback and comment;
- ensuring that the Review report responds to the needs of the CHS Alliance and is actionable.

## Review Team

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The review team will report to the Executive Director and work alongside the CHS Alliance's Senior Advisor on outreach.

The team should consist of minimum two consultants, with complimentary geographic and ideally gender perspectives. The team should meet the following qualifications:

- Strategic Thinking and Planning: Experience of organisational strategic planning and programme design.
- Collaborative, able to navigate different views and drive consensus: Able to work collaboratively across different stakeholders
- Extensive experience in research and evaluations
- A sound understanding of the humanitarian and development sector, especially conditions of national and local organisations and promotion of local leadership. We encourage application from the global South
- A good understanding of the CHS, CHS verification, and other standards and their application in the humanitarian and development sector.
- Cultural Sensitivity: Adaptable and sensitive to work in different cultural contexts.
- Meeting and workshop (face to face and online) facilitation skills;
- Excellent writing and presentation skills in English, Other languages are assets

Previous experience of working in with local organisation or network and knowledge of other languages within the team is desirable.

## How to apply

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Please submit your application by email to: [recruitment@chsalliance.org](mailto:recruitment@chsalliance.org)

Applications shall include a **CV and a motivation letter (no longer than 2 pages each for each of the team members)**. Please mention *the name of the team leader and "CHS Verification Scheme Review"* in the subject line.

**Deadline for applications: 18 July 2022**

**Please note:** This position will be a consultant contracted by the CHS Alliance. You will need to commit to the CHS Alliance [vision, mission](#), and [values](#) and commit to be responsible for upholding and promoting the highest standards of ethical and professional conduct. This includes respecting the [CHS Alliance's Code of Conduct](#) and the dignity of those whom the Alliance pledges to assist and with whom they have contact.

The CHS Alliance has a zero-tolerance policy towards the abuse of power, exploitation, bullying, harassment and discrimination and towards fraud and corruption. As representatives of the CHS Alliance, staff behaviour must be seen to be of the highest standard. All offers of employment are subject to satisfactory references and appropriate screening checks, including the [Inter-Agency Scheme for the Disclosure of Safeguarding-related Misconduct in Recruitment Process within the Humanitarian and Development Sector](#). As part of this scheme we will seek information about candidates' misconduct (including sexual exploitation, abuse and harassment) with any previous employers for the past five years.