Surge response in an emergency is dependent on three key components as shown in the graphic below:

1. **The Rapid Response Team (RRT)**
   - Members of the RRT are CARE staff who are *hired specifically to deploy to emergencies* and this is their primary focus. Their job description notes that they are on deployment at least 50% of the year (with the remainder spent on remote support, administration, leave, capacity development, and pre-agreed initiatives that contribute to key aspects of CARE’s humanitarian objectives).
   - A range of expertise is covered by the team with a strong focus on core sectors as well as coordination and other cross-cutting specialties like gender, logistics etc.
   - Many RRT members are now hired through CARE Canada regardless of where the funding originates – this leads to economies of scale and helps us to manage them more effectively as a team.
   - Agreements on RRT deployments are confirmed through an exchange of standard format letters

2. **Other CARE staff**
   - CARE members are increasingly hiring staff who are expected to deploy to emergencies a few times each year – this is typically reflected in job descriptions at levels of 20-40% (allowing improved resource planning against deployment needs AND promoting sustainability of the post via cost recovery)
   - Even those who do not specifically have deployment in their job description have been deployed when the need is great and their CARE manager can release them
   - These staff are normally registered on the CI-RED (but can still be deployed even if they are not)
   - Agreement on deployment of CARE staff is done through an exchange standard format letters

3. **CARE’s Roster for Emergency Deployments (CI-RED)**
   - The CARE Emergencies Group (CEG) manages a database to track humanitarian experts who have been *pre-approved to deploy* to CARE emergency responses upon request. These people may be current staff, former staff or external freelance consultants.
   - Recruitment is supported by CEG and humanitarian job profile leaders to help COs identify the most suitable candidate in a timely manner
   - **External experts must be contracted by either the lead member or the country office.** (As above, internal staff can be deployed, with a standard format letter, or in some cases on secondment/TDY with cross-billings for costs.) *see separate page on ‘how to hire’*…’
   - If none of the above yields a suitable candidate, then we reach out through individuals’ personal and professional networks; or we post an urgent advertisement and fast-track the recruitment process.

   *As a rule we seek cost recovery for deployments, and programs should budget for rates of about USD 475 per day plus travel, accommodation and in-country operational costs.*