
RIRP

Program Overview



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1. Introduction

RIRP has an outstanding record of client project safety with no client or staff casualties during four years of continuous work in Iraq. This includes over 174 European Industry projects and thousand of movements in Iraq.

RIRP is confident of contract delivery based on:

- Our extensive experience gained during successful completion of multiple human resources projects and training projects throughout Iraq
- RIRP being a specialized provider of very high qualified local Iraqi staff
- RIRP providing Iraq wide evaluation and monitoring projects with a mixture of high level International and Iraqi staff
- RIRP being a German organisation, with senior management based in Baghdad, able to make executive decisions rapidly and put them into effect without the need to consult a higher level office
- Our strong German independent position which allows us to invest in the right people to provide excellent service
- The high quality standard of the RIRP team being based on a great experience in human resources projects in crisis areas worldwide

The RIRP is a German industry initiative, founded and initialized from and for the German industry, to support their activities and projects on site.

By now the RIRP also supports international companies in entering the market and in building up business activities in Iraq.

RIRP's operating ethos is based on the principles of loyalty, credibility, thoroughness and accuracy. The RIRP team has significant knowledge and experience gained from operating in diverse and challenging situations in Iraq. This experience is the core platform on which successful project delivery is built

2. Organisation Background

RIRP, founded by CAPITAL EXECUTIVE CONSULTING (CEC) in 2004 is dedicated to rebuilding the Iraqi economy and create jobs to stabilize the country. As an initiative RIRP has teamed up with Iraqi official government structures and the German industry. Given that this is a highly sensitive business and that RIRP depends on strong ties and reliable trustworthy partners the details we reveal about our operation and partners are kept to a minimum. The German industry is utilizing RIRP and our network for their requirements and in return become a member of our organization.

The REBUILD IRAQ RECRUITMENT PROGRAM is a German industry initiative, organized by the CAPITAL EXECUTIVE CONSULTING (CEC) Corporation located in Berlin, Germany.

Since the establishment of the REBUILD IRAQ RECRUITMENT PROGRAM in 2004 it is our main objective in the RIRP to create Iraqi labor jobs and consequently make a contribution to Iraq's long-term stability. The idea behind RIRP is to establish a secure and trustworthy connection and a win-win situation between international companies which intend to enter the developing Iraqi market places and other organizations that contemplate to offer job opportunities to Iraqi jobseekers but are held back by the general safety and security issues the employment of Iraqi employees entails.

In fact, international companies lead the way in hiring and training Iraqi specialists and executive staff as a matter of a „Quid pro quo“ engagement. The Iraqi executives autonomously represent the interests of the companies on site whereas the companies amongst other things have the assignment to gradually recruit more employees. Thus the companies will gain access to the Iraqi market and position themselves without having to send their own TCN or Ex-pat workforce for any long duration. RIRP is not solely intended for corporate groups but also for small and midsized companies and the military projects such as the USACE and PCO.

Though the RIRP is indeed a German initiative, it is open to all companies worldwide in the course of the globalization and makes greatest efforts to engage as many trusted companies to become part of this network.

Currently around 20.000 Iraqi executives and specialists from all branches are registered with RIRP. In addition to this the RIRP has about 40.000 qualified engineers at its disposal through the cooperation with the Iraqi Ministry of Labor and Social. To find the adequate candidate for every job offer we receive, we cooperate with Iraqi officials and Iraqi ministries, universities, job centers, local NGO's and local municipalities all over Iraq.

Over the years, RIRP established deep ties within the social and business networks of the country.

3. Public Partners

The Iraqi Ministry of Labour and Social Affairs, the Ministry of Higher Education and the Ministry of Interior agreed upon master agreements for cooperation with the RIRP. The declared cooperation shall contribute to efficient and transparent business relations between Iraq and all countries, participating in the rebuilding of the country - within the scope of the RIRP. Creating a reasonable win-win situation for both sides is the main focus.

To ensure unobstructed cooperation between RIRP and the mentioned ministries during ongoing projects we work closely with designated employees (liaison officers) from the ministries.

One aim of the cooperation agreements is to reach even more qualified job seeking Iraqi specialists registered with RIRP in order to place them with member companies of the RIRP.

- The cooperation with the Iraqi Ministry of Labour and Social Affairs ensures the access to the whole Iraqi employment market.
- The Iraqi Ministry of Higher Education coordinates the cooperation with all of the 22 Iraqi Universities and makes sure to reach all qualified graduates.
- For the protection of the RIRP member companies the Ministry of Interior screens the candidates regarding security aspects.

The cooperation will also offer significant advantages to companies that are enrolled in RIRP. One particular objective of the agreements is the improvement of information supply by the government. Furthermore the cooperation shall facilitate co-operations between businesses and public authorities.

The RIRP gives registered companies the opportunity to obtain information about potential business partners, suppliers or vendors. The RIRP partner network supports your company in inquiries, in cases of business problems and organises the forwarding and procurement of business contacts.

4. RIRP Service Provision

STAFFING

Member companies of the RIRP gain access to the RIRP candidate database.

The registered Iraqi candidates provide us with their CV's, containing information about their vocational training, work experience and their additional skills and abilities. The RIRP candidate pool contains technicians, engineers, sales people, specialists and executives from nearly every branch.

To choose the right specialist the RIRP matches the qualifications of the candidates with the personnel needs of the companies and makes suggestions concerning the staffing. During this process the RIRP office in Berlin coordinates the entrepreneurial side whereas the RIRP office in Baghdad coordinates and selects suitable candidates. In addition, they already arrange first interviews to check the qualifications of selected candidates, before making suggestions to the companies.

BUSINESS PARTNERS

If desired, RIRP establishes contacts to preselected Iraqi business or cooperation partners and companies. The existing RIRP-Network as well as the RIRP-company database provides an overview about established Iraqi companies of nearly every branch and help to identify suitable partners. Within the process of selecting a suitable business partner the RIRP office in Baghdad selects Iraqi companies regarding their core competencies and their former and ongoing projects.

EVALUATION AND MONITORING

RIRP assists international companies and organizations within their needs regarding evaluation and monitoring their ongoing or intended projects. Especially within a harsh environment like Iraq it is highly important to collect and use information to be able to make managerial decisions about projects as well as to use the information to make changes and improvements.

For every good evaluation, data must be collected and analysed systematically, and its interpretation and implementation considered carefully, bearing in mind that the results of an evaluation are intended to be used.

Within RIRP's Monitoring activities the collection of information that will help answering questions about ongoing projects are of main interest. It is important that this information is collected in a planned, organised and routine way. The collected information might be about activities, projects or services and – especially in a country like Iraq - about outside factors affecting your company, organisation or project.

TRAINING

Apart of the search for qualified Iraqi employees RIRP offers additional services, e.g. trainings of Iraqi work forces and prospective candidates. To provide a solid basis for coming projects and requirements the training programs initialized and organized by RIRP for companies as well as public facilities become more and more important. These trainings ensure that the Iraqi specialists are in the best possible position to represent the companies on site in the most efficient way.

Cooperation agreements between RIRP and training providers AGEF and HPTI (Hamburg Port training institute) ensure the availability of trainings and further education.

RIRP organizes, within such programs, the selection of qualified participants, visa arrangements, if the candidates shall be brought to Germany, up to the organization of all travel arrangements. Depending on the complexity of the needed trainings, it is possible to realize trainings for Iraqi professionals in training centers in Germany, Kuwait and Jordan as well as within the theatre.

5. Corporate Management System

All projects are monitored and directed by the RIRP Project Management Board (PMB). The PMB is formed of experts from the human resources, finance, logistics, and health and safety fields. The PMB will be led by RIRP Head of Mission, Arndt Fritsche, and is the company's central authority for evaluating the performance of Project Managers and is the corporation's strategic instrument enabling RIRP to guarantee project delivery in Iraq.

On-site Project Management will report to the PMB every week while periodically members of the PMB will physically visit the project site. Recently the PMB has visited other RIRP projects Iraq-wide. Weekly reports highlight any difficulties or challenges in delivery of service, allowing the root cause to be identified rapidly and eliminating actions to be identified and executed.

6. Information Policies

The RIRP employs a strict security code and does not employ armed personal security details unless expressed as deemed necessary and agreed to by all contract partners. We regularly inform our work crew about theatre and political issues and the general theatre status as well as special incidences. It is our firm believe to have the moral obligation to enable our work force to make informed decision at all times hence having created a highly loyal and committed work force as a result, among TCNs as well as local partners who worked and work with us. Information breeds confidence, silence breeds fear. In a time of crisis we want out employees to feel like soldiers and not victims so they can be of assistance and not pose an additional burden to the authorities handling the situation. Regular drills and information briefings are essential to achieve this goal. All trainings and security specifics are delivered in native language of the work force and in English to ensure thorough and full comprehension.

RIRP Registration

For every company which is involved in businesses and projects in Iraq it makes sense to register to the RIRP. Due to the fact that the RIRP works on a non-profit-basis companies only have to pay a membership fee which covers the program costs. For more detailed information please visit our webpage www.rirp.org