

# Strategy

2024-27

In a time marked by escalating natural disasters, pervasive conflicts, public health emergencies, and deepening social inequities both within and between nations, the need for enhanced resilience among communities, individuals, and organisations is more pressing than ever.

The compounded effects of climate crises, political instability, fragile states, and a strained multilateral system exacerbate these challenges. Addressing global issues demands comprehensive, multi-disciplinary responses that not only uplift authentic local leadership and foster genuine inclusion but also cultivate robust partnerships. This includes embracing First Nations and indigenous knowledge to deliver impactful solutions.

In such a complex landscape, RedR Australia's mission is more critical than ever. We work with partners and communities by responding to the needs of international and domestic crises and conflict. With offices in Australia, Fiji, and Jordan we work to bridge humanitarian, development, disaster resilience and the Peacebuilding sectors. With

over thirty years of experience, RedR Australia has formulated an agile approach that delivers rapid, expert, and strategic responses through highly experienced professionals acting as catalysts for change and recovery. Our strategy integrates skilled expertise with deep contextual and political understandings, evolving beyond traditional humanitarian and development practices to address a broad spectrum of needs effectively and sustainably.

Established as a humanitarian NGO in 1992 by engineers, RedR Australia has evolved to encompass a complementary and wide range of disciplines and skills. Our roster includes more than 1,000 culturally diverse professionals dedicated to a people and community-centered approach. RedR Australia's highly regarded training courses

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## Who is RedR Australia?

RedR Australia is a unique NGO that identifies and deploys talented and experienced professionals during crises and conflict. We train people to be field ready for a multitude of emergencies and work with communities, governments, multilateral agencies, as well as local and international organisations. We strengthen our partners capability to prepare, respond and rebuild.

strengthen knowledge and preparedness for field work across a range of sectors and locations. RedR Australia is a United Nations Standby Partner for over 15 UN agencies. As part of an accredited network of RedR organisations in Australia, Indonesia, India, Malaysia, the UK, and the USA, we leverage our collective strengths to promote collaboration, and benefit from our respective geographical and thematic strengths.

## Our Purpose

To facilitate a world where all communities and individuals are protected and resilient in the face of crises and conflicts.

## Our Mission

To share capacity and learning through skilled professionals to address the needs of all communities across the span of crises and conflict.

## Our International Vision

A world in which sufficient, competent, committed personnel are available and responding to humanitarian needs.

## Our Values



### Accountability

We are accountable and authentic to all we engage with.



### Inclusion

We promote diversity and foster an environment where everyone is respected and empowered.



### Partnerships

We work in like-minded and trusted collaborations.



### Respect

We are motivated by equity, cultural sensitivity and to uphold dignity for all.



### Integrity

We act with honesty, transparency, and consistency.

# Strategic Goals

Our **Five Strategic Goals** guide RedR Australia over the next three years in the implementation of our vision and mission. The first three goals express what we aim to do and the last two note the methods we will use along the journey. The outcomes we seek are focused on increased resilience and a reduction of harm of people, communities, and systems under pressure in a wide range of emergencies through strong partnerships.

1.

## RedR Australia recruits and deploys skilled professionals domestically, regionally, and globally.

With emergencies, crises and conflicts impacting communities both **suddenly** and often compounded in nature, a timely response is needed. RedR Australia uses best practice methods and processes to ensure the **right skill sets** are at the **right places** at the **right time** to support our valued partners, whether that support be in country, hybrid or remote. With our experience we understand that **preparedness, response, and recovery** is critical to reduce harms in emergencies. This becomes possible by **respectfully** engaging local actors and communities to deliver at a **locally led** pace to strengthen and develop systems that advance resilience at all levels.

2.

## RedR Australia's training is impactful by using best practice methodology, flexible formats, and experience-based learning.

The need for professionals to **combine** and **develop** their specific skill sets with deeper understandings of the humanitarian and development sector and beyond is critical to addressing needs in a **sustainable** manner. Applying learning from our experiences as a valued partner and **in the field and incorporating local expertise**, RedR Australia's training courses always profile the critical nature of themes such as climate change, disaster resilience, inclusion, localisation and protection.

3.

## RedR Australia influences relevant debates and discussion with thought leadership.

With a **significant footprint** of skilled professionals supporting organisations and institutions that span across the domestic, regional, and global, the capacity to **harness** new insights from operational experiences is strong. An **experience-based** approach to updating training material, supports the agility to add innovative ideas into relevant **advocacy** opportunities.

4.

## RedR Australia is an exceptional employer.

How we **treat each other** within RedR Australia is a critical element to lift what we do externally and with partners, supporters, and communities. With a focus on **respect**, a **supportive work environment**, **diverse** and **inclusive** practices, RedR Australia attracts and maintains quality and committed staff.

5.

## RedR Australia is financially sustainable.

As a not-for-profit NGO, our purpose driven work needs to be **financially stable**. We are **transparent**, and **diverse** enough to let us thrive and not just survive. As we continue to develop a **wide funding base** and a reputation for excellence and accountability allowing us to continue our actions with integrity.

# Theory of Change

Our Theory of Change acknowledges that in today's complex environment, our ability to have impact relies on being clear on our areas of focus, our continual learning and unwavering commitment to our values and humanitarian principles.

**Vision** A world where all communities and individuals are protected and resilient in the face of crises and conflicts.

**Mission** To share capacity and learning through skilled professionals to address the needs of all communities across the span of crises and conflict.

<b>Values &amp; Impacts</b>	<b>Respect</b>	<b>Accountability</b>	<b>Integrity</b>	<b>Inclusion</b>
	<b>Partnerships</b>			
	Humanitarian, development, disaster resilience and peacebuilding actors are better connected and more effective, efficient and inclusive.	Communities and individuals are more empowered and supported to deliver crisis prevention, response and recovery.	Authentic local leadership and First Nations and indigenous knowledge is uplifted. Genuine diversity and inclusion is fostered.	

<b>Outcomes</b>	RedR Australia builds and deploys skilled professionals domestically, regionally, and globally.	RedR Australia's training is impactful by using best practice methodology, flexible formats, and experience based learning.	RedR Australia influences relevant debates and discussion with thought leadership.	RedR Australia is an exceptional employer.	RedR Australia is financially sustainable.
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<b>Outputs</b>	The right skills are at the right places at the right time to support partners.	Learning from the field is applied and local expertise is amplified.	Our experience builds internal knowledge, amplifies existing debates and starts new conversations.	A culture of respect, support, diversity and inclusion attracts and retains quality and committed staff.	A wide funding base and reputation for excellence and accountability is upheld.
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<b>Inputs</b>	Diverse impactful expertise	Capable and engaged staff	Strong experience base	Efficient systems and processes	Cohesive organisational strategy and structure	Robust governance, policies and practices	Adherence to domestic and international standards
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