



Haiti Country Program

Terms of Reference for Humanitarian Access Consultant

Deployment Location	Zone Métropolitaine, Port-au-Prince, Haiti, Artibonite & Centre départements
Consultancy Title	Humanitarian Access Consultant
Total Number of Consultants	1
Period of Deployment – Start Date and End Date	ASAP
Duration	5 weeks / 26 working days
Name and Job Title of Consultant Supervisor	Haiti Country Director

BACKGROUND:

Haiti is facing one of the most complex humanitarian crises in the region. Armed groups have expanded control beyond Port-au-Prince into Ouest, Artibonite, and Centre, disrupting transport corridors, displacing populations, and constraining humanitarian operations. Disruption of health facilities and the resurgence of cholera further complicate humanitarian access and increase operational risk.

Armed violence has significantly intensified in these departments, driving widespread displacement (\approx 1.4M IDPs by late 2025) and severely restricting safe movement for humanitarian actors. Key economic and supply routes in Artibonite and Centre—including Mirebalais, Saut d’Eau, La Chapelle, Verrettes, and Petite-Rivière—have experienced repeated attacks and control shifts.

Against this backdrop, the IRC must reinforce principled humanitarian access to sustain and scale its operations.

SCOPE OF WORK:

The Humanitarian Access Consultant reports directly to the Country Director and has a technical reporting line to the Emergency Safety & Security Senior Coordinator. In collaboration with key programs and operations colleagues in Haiti, particularly the Humanitarian Access, Safety & Security Manager - Haiti, he/she will strive to safely enable the delivery of essential services to clients in Haiti. She/he will work to strengthen IRC’s ability to safely access program locations and maintain operational continuity through evidence based, principled humanitarian access strategies tailored to Artibonite, and Centre.

OBJECTIVES OF CONSULTANCY & SPECIFIC TASKS:

- Objective 1 — Engagement Analysis & Diagnostics:
Produce a departmental access diagnostic with:
 - Stakeholder influence mapping on IRC’s current or potential areas of operations and programs
 - Route and corridor analysis (areas/points of control, influence)

- Risk registers (risk of engagement, risk of not engaging, risks along routes) and incident trend review.
- Objective 2 — Access Operational Development
Improve internal processes and systems to ensure safe program delivery including:
 - Draft engagement and negotiation strategy, with clear approaches and risk management
 - Route cards (primary/alternate/contingency),
 - Go/no go triggers,
 - Train & mentor IRC HASS Manager on Field Negotiation/Engagement Strategy development
 - Train frontline staff for enhanced capacity to negotiate access

DELIVERABLES:

- Stakeholder Influence Mapping, Stakeholder Contact List, Route & Corridor Analysis, & Risk Register (2 departments)
- Negotiation & Engagement Approaches draft (3 departments) in coordination with technical supervisors (HA STA & Emergency S&S Snr. Co) and aligned with IRC's relevant guidance on engagement (including the SOP on Managing Interactions with Armed Actors)
- Engagement workshops delivered, with relevant materials finalized for future use
- Negotiation training tailored to the draft engagement strategy for field staff
- Final Report & Handover Package (including Action Plan & Priorities for HASS Manager/SMT)

PAYMENT RATE & SCHEDULE:

The consultant will be paid in **USD**. The first initial payment will be a **20%** and the final payment upon completion will be **80%**

REQUIREMENTS:

- 7+ years of experience in humanitarian access in high-risk contexts.
- Experience in environments with gang-controlled territories preferred.
- Strong French & Haitian Creole; excellent written English.
- Proven track record with INGO/UN coordination mechanisms.
- Full compliance with IRC's Safeguarding, PSEA, Anti-Fraud, and Code of Conduct policies.
- No engagement with sanctioned groups or individuals.

How to Apply

To start the application process, potential consultants must send their Proposals to: adminRH.haiti@rescue.org

- A letter of interest including complete contact details, previous relevant experience and references;
- A CV or company profile
- A detailed work plan including the proposed tasks with breakdown of budget; and
- Quotation/ Professional fee.

All *Expression of Interest* applications must be sent to the above email address, accompanied by a CV and a Proposal, no later than **May 8, 2026**, addressed as follows:

'Humanitarian Access Consultant'

Due to the large number of applications received, only shortlisted applicants will be contacted. IRC Haiti does not charge any fees at any stage of the recruitment process. Any solicitation during this process will result in disqualification. All submissions will be reviewed on a rolling basis.