

DECLARATION FOR MENTOR COMPANIES WITHIN
FCDO CYBER ACCELERATED MATURITY PROGRAMME (CAMP)



1. INTRODUCTION

Mentoring companies is a key component of CREST CAMP (the “Project”) designed to facilitate enhancements to cyber security in the beneficiary countries. The mentoring forms part of a critical strategy for companies to develop internal talent, help to foster leadership within teams, ensure knowledge transfer and help to develop corporate and individual technical capabilities.

2. MENTORING RESPONSIBILITIES

Becoming a mentor under the Project (referred to in this Declaration as a “Mentor Company”) comes with responsibility to provide advice and support to selected companies within beneficiary countries (referred to in this declaration as “Beneficiary Companies”) and as such you acknowledge that:

- (i) your obligations under the CREST Code of Conduct for Member Companies will be extended to your engagement in the programme; and
- (ii) you agree to adopt the mentoring requirements outlined below.

3. MENTORING ENGAGEMENT REQUIREMENTS

3.1. Planning and scoping the engagement

- a. Plan the scope of the engagement in partnership with the Beneficiary Company, ensuring that information from their self-assessment has been thoroughly reviewed. This should ensure that you have a clear picture of the gaps against which the mentoring engagement should be scoped.
- b. Ensure a pre-engagement meeting is held to:
 - (i) gain any useful clarifications, where needed to complete the scoping appropriately;
 - (ii) ensure the Beneficiary Company is clear on their resource commitments that will be required;
 - (iii) ensure there is mutual understanding of the scope of the engagement.
- c. Document the scope in a term of reference and provide to the Beneficiary Company, using CREST CAMP templates where provided. Ensure that if carried out according to the terms, clear value will be able to be evidenced at the end of the engagement.
- d. Plan the resources for the mentoring team to match their skills with the gaps identified in the Beneficiary Company and to ensure that they are able to adapt to operating effectively within any distinctive cultural environments of the country or the Beneficiary Company itself.

3.2. Executing the engagement

- a. The execution of the engagement will be done with the utmost professional care and quality, protecting the reputation of CREST and CREST CAMP throughout.
- b. The engagement will be carried out in accordance with the terms of reference agreed at the planning and scoping stage.
- c. A record will be kept of meetings held, activity performed and artefacts created during the engagement as evidence of value delivered through the mentoring engagement, and will be made available to CREST should it be requested at any time.

- d. The Beneficiary Company must be provided with a gap closure plan at the end of the engagement that, if followed completely and effectively, they could then reasonably expect to be ready to apply for CREST accreditation and membership.
- e. The engagement will be accessible to all Beneficiary Company employees ensuring compliance with diversity, equality and inclusion values.

3.3. Reporting post engagement

- a. The Beneficiary Company must deliver an engagement summary report to their CREST CAMP team contact within 10 working days of the end of the engagement, using CREST CAMP templates where provided.
- b. The report must clearly and accurately describe the outcomes of the engagement and include the gap closure plan provided to the Beneficiary Company. It should also include any feedback for CREST to aid continuous improvement of the CREST CAMP model and processes.

4. COMPLIANCE, PAYMENTS, CONFIRMATIONS & SIGNATURES

4.1. Compliance

- (i) The Mentor Company will not assign or transfer, or purport or cause to be assigned or transferred, any rights in the CREST CAMP Project or any part, share or interest therein; and
- (ii) Consistent with local and international legislation and applicable United Nations Security Council resolutions, the Mentor Company will be firmly committed to the international fight against terrorism. As far as is reasonably practicable, the Mentor Company will ensure that resources are not used directly or indirectly to provide support to individuals or entities associated with terrorism and will comply with their obligations under the relevant counter terrorist financing legislation; and
- (iii) As far as reasonably practicable, the Mentor Company will take all reasonable steps to prevent sexual exploitation, abuse and sexual harassment (“SEAH”) of any person linked to the delivery of the CREST CAMP Project and will respond appropriately when reports of SEAH arise. In this regard, the Mentor Company will comply with the Inter-Agency Standing Committee’s (IASC) [Six Core Principles](#) relating to sexual exploitation and abuse and will adhere to the IASC Minimum Operating Standards on protection from Sexual Exploitation and Abuse (PSEA) and/or the [Core Humanitarian Standard on Quality and Accountability](#).

4.2. Payments

The Mentor Company agrees to the following payment terms for any CAMP mentoring engagements performed:

- (i) Payment will be made on receipt of the Mentor Company report at the conclusion of any mentoring engagement;
- (ii) CREST reserves the right to withhold payment in the event of either:
 - (a) a complaint from the Beneficiary Company; and/or
 - (b) if any dissatisfaction in the performance of the Mentor Company in the mentoring engagement is received from the Beneficiary Company by CREST;
- (iii) The Project has standard maximum day rates aligned with the limitations of the Project funding and CREST cannot negotiate beyond them.

4.3. Confirmations

On behalf of the Mentor Company:

- (i) I acknowledge that the CREST Code of Conduct obligations will apply to any engagement we perform as a Mentor Company; and
- (ii) I agree to share engagement reports to support CREST's reporting to any CREST CAMP donor or related national authority for the Project; and
- (iii) I agree to CREST sharing anonymised information on mentoring engagements; and
- (iv) I agree to comply with the compliance requirements at 4.1; and
- (v) I agree to the payment terms at 4.2; and
- (vi) I agree to follow the engagement requirements within this Declaration.