



spearfish



# Our background

Developed over the past 10 years, our bespoke services and tools enable companies and NGOs to reduce risk, respond to critical incidents, and meet their Duty of Care and safeguarding standards for staff and contractors.

Led by Lord West, the former UK Minister for Security and Counter Terrorism, our team has a vast amount of corporate, international development, and military experience. We have an in-depth understanding of local and global security threats. This high-level security expertise, enhanced by our localised footprint, sets us apart from other providers.

Spearfish has also established Spearfish West Africa and Spearfish South Asia. Having a permanent team across both these regions ensures a continuous and stable presence. We are closer to client operations which, in turn, provides a more direct level of support for security planning, operations management and incident response.

Our UK head office adds capacity to our advisors, leveraging our international experience to inject a deeper pool of knowledge to supplement pragmatic workable solutions for our clients. Spearfish ensures the highest international standards to our customers, delivered by our local experts.



# What we do

Spearfish takes into consideration the type of organisation, its location and ethos to ensure that our approach is tailored to clients' needs.

Our support reinforces and complements your organisation's processes and requirements. We empower and enable you to deliver effectively, using an approach that is sensitive to context.

Using our digital products and on the ground support, our expert Regional Security Advisors provide the best Duty of Care to our clients.

## Key services

- Risk Analysis and Design**  
Our bespoke analysis methodologies help you understand the local environment and put the appropriate plans and contingencies in place to facilitate delivery in complex environments.
- Training**  
Different environments require varied levels of preparedness. Our Travel Safety and HEAT courses, both Virtual and Practical, focus on the skills required to stay safe.
- Regional Security Advisor Network**  
Our in country Operational Support provides an enduring solution to your risk management needs, allowing organisations to meet their duty of care obligations in a cost-effective way.
- Crisis Response**  
Our Crisis Management services enable you to prepare for, and respond to, incidents and to keep your crisis management processes fit for purpose.



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*No two companies are identical, and much of our training involves a combination of these services to best suit each client.*

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# Spearfish Digital - DOCC

Our new online digital product DOCC (Duty of Care Centre) is a monthly subscription service which gives users access to our regularly updated Global Risk Map, Security Risk Assessment Library. Users will be able to register for our country specific WhatsApp News Alerts and Bi-Weekly Newsletters sent which are directly by our Regional Security Advisors.



## Global Security Risk Map

Our Risk Map offers a snapshot of our colour-coded risk check. Interactive hover pops-ups provide a quick overview and indicate the responsible RSA to contact for further enquires. Our map has the capability to display sub-national risk levels in our countries of operation. For example, in Nigeria a user can check country, region an state levels. The Map is also linked to our Security Risk Assessment Library.



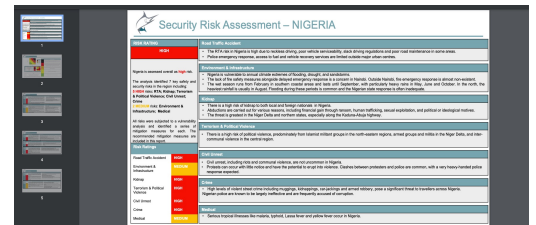
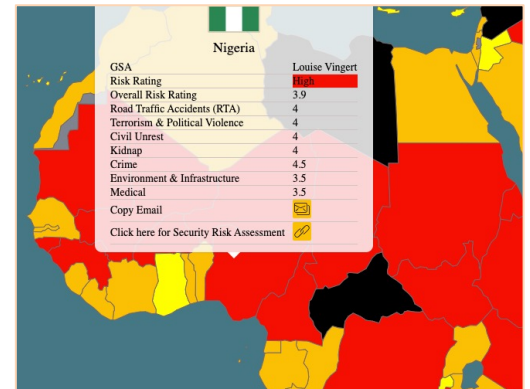
## Security Risk Assessment Library (SRA)

Directly access our Security Risk Assessments via its own country tile. Our SRA's provide a in depth threat and risk analysis of an specific area of interest. This catalogue is being regularly updated with new countries as required.



## News Alerts and Bi-Weeklies

Register to receive country-specific regular security alerts straight to your phone via WhatsApp. The Alert service is run by our Regional Security Advisors, who monitor and analyse intelligence in their countries of operation.



98% Of our users would recommend our product to their colleagues.



## Case Study

During a client's recent visit to Abuja, Islamic Movement of Nigeria (IMN) protests broke out. Our local team's expertise and use of our digital support product meant they were able to communicate with our client in real time. As a result of this quick intervention, we were able to guide our clients away from the threat and ensure their continued welfare.

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*As part of our return-to-work service, we are able to include hotel and office reviews, as well as operational planning tools to assist with re-opening operations in post CV19 environments.*

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# Risk Analysis and Design

Our vastly experienced consulting team can identify gaps in your existing business systems and clarify the impact that different security threats could have on both your staff and operations. We articulate our strategic guidance in an easily understandable language to give both clear recommendations and a range of options to enhance the resilience and risk management of your business or organisation. Ultimately, we aim to enable organisations to become self-sufficient in their own strategic security management.

## Three tiers of support



### Travel Risk Assessment Framework (TRAF)

Our quick turnaround TRAFs assess risk against seven variables for short notice, ad-hoc deployments. This can be applied to local partners or consultants working on your behalf. Using our datasets and sources to provide a concise visual assessment of your activity. We overlay this with a summary of key risks and recommendations. This is delivered in a briefing given by one of our Regional Security Advisers RSAs.



### Enhanced Security Risk Assessments (SRA)

For more in-depth planning, we can produce bespoke assessments, using visual risk maps that include enhanced elements, such as conflict assessment, stakeholder mapping and political assessments.



### Security Design & Review

We can undertake comprehensive reviews of your protocols and procedures either onsite or remotely. We also provide Security Design services for new developments and existing buildings. Our service will assist you in applying appropriate physical security measures to your design and engineering plans or current structures.



95% of people who we train would recommend Spearfish to colleagues



# Training

Our training packages are fully scalable and can be conducted as remote or bespoke packages to meet your needs. Our courses combine the experience of our qualified subject matter experts with facilitated discussion groups and immersive training exercises. Our training has been developed to keep attendees abreast of current risk including Covid-19, security best practice and travel safety awareness. Our scenarios are based on the type of real life experience our attendees may have to deal with whilst living and working in complex environments.



## Case Study

Spearfish recently managed a commercial kidnap case in Nigeria for an existing client to a successful conclusion. This involved running crisis management teams both locally and in the UK over a 2-day period, as well as providing active support in country using our RSA network.

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*Throughout the crisis, Spearfish were able to provide critical support on the ground through our RSA network. The decisions taken at the time were based on their in-depth knowledge of the country whilst all the time considering the welfare of our staff involved.*

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## Three tiers of support



### **4 Hour Travel Safety**

Our half day Virtual Travel Safety course, developed in response to the current CV19 restrictions, takes attendees through a series of interactive modules over a 4 hours session.

Led by our HEAT trainers online, the course covers trip planning, journey management, personal security and basic first aid.



### **Hostile Environment Awareness Training**

Our HEAT courses vary in length from 1 to 3 days and all take place in COVID-Secure locations, including accommodation where required. You will learn Identification of Threats, Mitigation of Risks, Practical First Aid including trauma and Personal Safety and Situational Awareness.



### **Bespoke Courses**

We can tailor our HEAT packages to your needs. These bespoke courses can include:

- In-house/client specific materials
- Client specific policies and procedures
- Client specific kit and equipment
- Client specific threats
- Safeguarding and Stress Management
- Mental First Aid Training



# Regional Security Advisor Network

We provide a scalable and flexible package to support your travelers and personnel in complex environments. This allows organisations to meet their Duty Of Care in a cost-effective manner. We understand that when you plan a trip for yourself or your team you may require more than one service.

Our Regional Security Advisor Network can provide support to multiple client locations and their programme teams. This scalable support will be timetabled as required in response to specific requests for assistance which includes;

## Three tiers of support



### Regional Support

This ad-hoc overwatch service starts 72 hours before you deploy. We link the traveller with a dedicated RSA, usually through a communications platform (WhatsApp).



### Part-Time In- Country

Located in medium to high-risk country with limited travel outside the capital, no recruitment is required. Alternatively, the requirement to recruit, hire, train (av. 4-week turnaround).



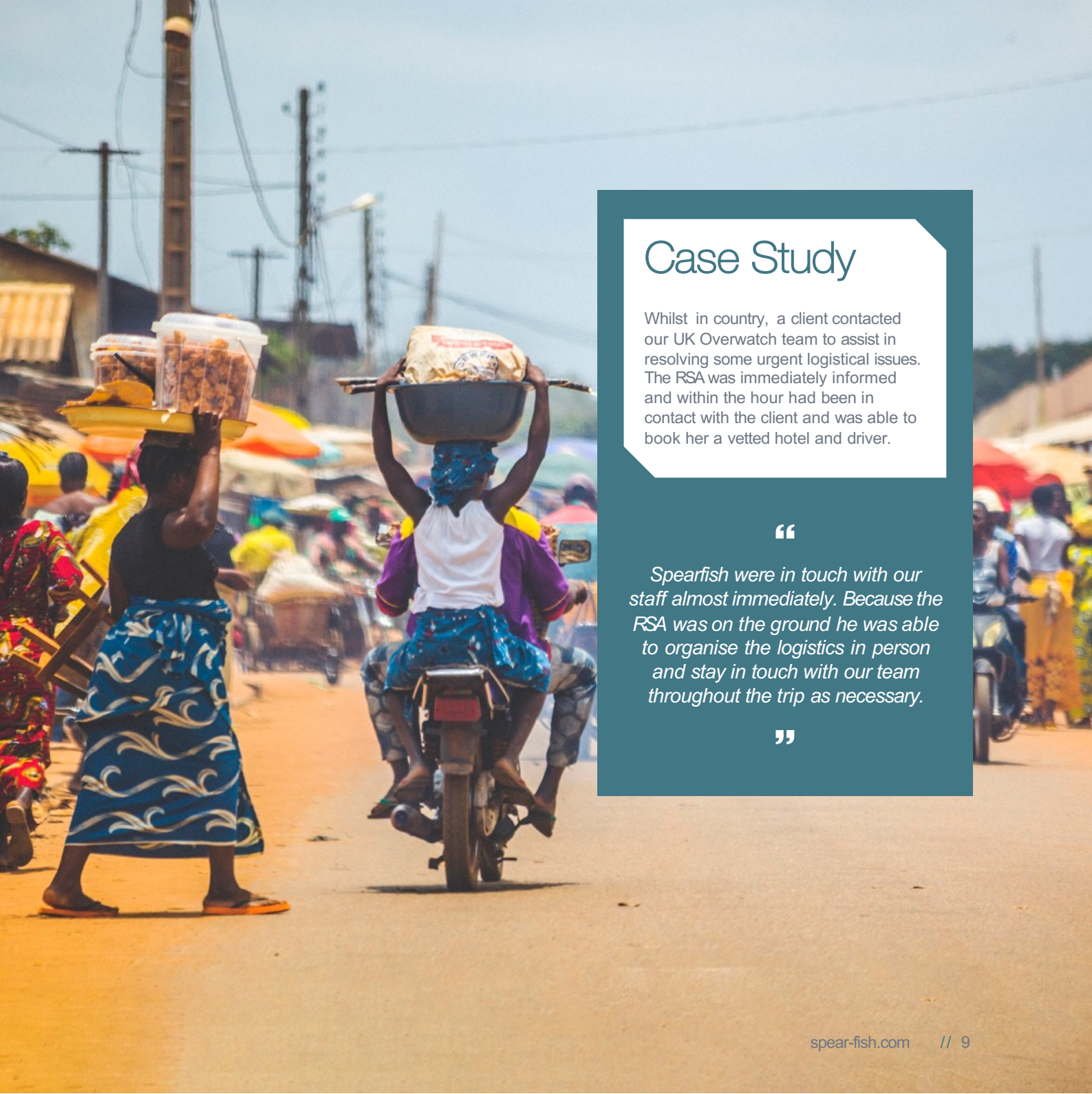
### Full -Time Embedded

Located in Medium to High-risk country, significant travel outside the capital city. Recruit a project-specific Security Advisor. Under RSA management, we can provide an enhanced level of support utilising our own network of trusted and quality assured providers.



## Tailor your support

- Risk Assessments and Security Planning
- Training
- Journey Management
- Crisis Management and evacuation
- Vehicles and Accommodation
- Immigration and Logistics



## Case Study

Whilst in country, a client contacted our UK Overwatch team to assist in resolving some urgent logistical issues. The RSA was immediately informed and within the hour had been in contact with the client and was able to book her a vetted hotel and driver.

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*Spearfish were in touch with our staff almost immediately. Because the RSA was on the ground he was able to organise the logistics in person and stay in touch with our team throughout the trip as necessary.*

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## Case Study

In our 12 years of operations, Spearfish has extensive experience as crisis management advisors to large multi-national corporates, as well as to smaller businesses that outsource this responsibility. We have created and delivered comprehensive Crisis Management Training programmes in a wide variety of countries, in particular Pakistan, Nigeria, North America, Europe, Asia and India.

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*Large-scale incidents that we have managed to a successful conclusion include kidnapping events in West Africa, the Nepal Earthquake, sensitive Government negotiations in Pakistan, multiple Indonesian terrorist bombings and the Mumbai terror attacks of 2008.*

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# Crisis Management

We work with you before an incident to ensure that your processes are fit for purpose and work alongside you to manage an unfolding crisis. Plan – Our Specialist advisors assess and stress test your crisis management processes and identify any gaps that need to be remedied. Prepare – Our experts help you periodically run crisis managements table top exercises. Respond and Learn – During an incident or in its immediate aftermath, our nominated Senior Security Advisor will work with your incident management team to help you contain, manage and recover.

## Three tiers of support



### Crisis Planning

Our expert team carry out consultation on, and gap analysis of, your crisis management processes.

We ensure that:

- Your internal processes are adequate to the corporate risk profile and threats to your business.
- You have a robust and well-prepared risk management team structure.
- Your planning meets current best practice for the provision of communications, HR, legal and family liaison services.



### Crisis Preparation

Our team works with you periodically to run workshops and exercises to ensure preparedness.

We ensure that:

- All members of your team understand their role in crisis management.
- The team are exercised regularly in planned and impromptu exercises.
- The 'Prepare' programme is matched to the capability and experience of the team.



### Respond and Learn

During an incident our team, led by a senior advisor, will work with you to contain, manage and recover the situation.

We ensure that:

- Your team follows the correct process.
- We fulfil the security advisory position in the team.
- We provide contingency support where local resources are required in country.





# Meet the Team

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## **LORD WEST, CHAIRMAN**

Lord West is responsible for strategy and guidance to the three executive Directors, along with John Smith.

Our chairman is the former First Sea Lord and Chief of Naval Staff who also served the UK government as Minister for Security and Counter-Terrorism.

Lord West produced the UK's first ever National Security Strategy and Cyber Security Strategy and helped to formulate the UK's counter-terrorist policy. He left the government in 2010.

## **JOHN SMITH, DIRECTOR**

John is responsible for strategy and guidance to the executive Directors, along with Lord West.

Since leaving the British Army in 1978, John has spent over three decades in the security industry, providing high security systems to business, banking and government.

John is a past President of the International Security Management Association and a member and former Chairman of the Risk and Security Management Forum.





### **DAN HOOTON, MANAGING DIRECTOR**

Dan originally set up Spearfish in 2009 and is responsible for the overall management of Spearfish as well as leading the team, ensuring consistent delivery from proposal to execution of task.

After 10 years in the Royal Navy, Dan became the Group Head of Security for Prudential, responsible for the physical security and well-being of over 20,000 employees worldwide.

He has a Masters Degree in Corporate Security and Risk Management.

### **GRANT WHITE, DIRECTOR**

Grant's responsibilities include managing all aspects of operational and technical deployments, as well as being responsible for professional standards within the company.

Grant served for 22 years in the Royal Marines, primarily in a Special Duties role, conducting counter-terrorist duties as well as maritime intelligence gathering in a wide variety of assignments. He gained a Master Degree in Corporate Security in 2006.





# Areas of Operation

## 📍 UK OFFICE

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## 📍 REGIONAL SECURITY ADVISORS (RSAs)

Nigeria India

Pakistan

Kenya

Ethiopia

Rwanda

Lebanon

Mozambique





UK OFFICE



SOUTH ASIA OFFICE

WEST AFRICA OFFICE



# OPERATING IN AN UNCERTAIN WORLD

**SPEARFISH**

Contact us:

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