World Vision

Country Security & Safety Manager, WV Sudan

Location: [Africa] [Sudan]

Town/City: Khartoum

Category: Security

Job Type: Fixed term, Full-time

*Please submit your CV in English.

PURPOSE OF THE POSITION:

The purpose of the Country Security & Safety Manager (CSSM) is to ensure that effective security and safety measures for World Vision Sudan programs and operations are appropriately planned for and addressed within the national context.

The CSSM needs to have an understanding of the complexity of the operating context and manage security and safety risks to an acceptable level so as ensure that WV programs can be delivered effectively and safely.

The CSSM is also expected to provide leadership and manage any Field Security & Safety Officers and/or Focal points in country.

Another purpose is for the CSSM to lead in the optimisation of organizational security and safety and the mitigation of operational risks for program effectiveness by establishing security and safety systems and mechanisms for institutionalizing an organisational culture and practice of safety and security.

KEY RESPONSIBILITIES:

Strategy:

- Lead the development and implementation of the National Office security and safety strategy to ensure operational priorities are aligned with WVI security and safety policy

Technical Support:

- Provide technical advice and support to the National Director and other senior and management staff on security, crisis management and safety issues (including WV buildings, WV fleet and other safety issues) and their likely impact on World Vision operations.

- Give guidance on security recruitment and provide leadership and development opportunities to security teams as appropriate (field security officers and/or security focal points) within the National Office.

- Provide support and/or carry out incident case management and provision of after action reviews/lessons learned exercises and conduct investigations for relevant cases within the National Office.

- Work with senior management to ensure security and safety budgets are in alignment with the assessed level of risk.

Operational Support:

- Review Context Risk Ratings.

- Conduct risk assessment(s) and context analyses.

- Ensure core security requirements are implemented in line with context risk ratings of the National Office.

- Support crisis management and business continuity including impact analyses to accurately define critical time-sensitive security and safety activities and assist the design, development, and documentation of work area recovery plans.

- Where relevant, support multi-actor relations and profile management and use of HISS-CAM as appropriate to inform decision-making while balancing the tensions between humanitarian principles and operational execution.

- Be a thought leader and provide recommendations on risk reduction efforts in response to transportation incidents.

- Ensure staff receive regular briefings as required.

- Ensure visitors receive a briefing upon arrival.

- Provide new staff with an orientation briefing.

Capacity Building:

- Develop and implement capacity building plan for security and safety management based on risk assessment.

- Engage with National Office senior management to raise awareness of security and safety management in alignment with World Vision security and safety policies and standards.

- Identify and implement security training needs to operate in complex environments including Security Risk Management.

- Training for leadership teams and SAINT training for local staff.

- Develop security and safety officers and/or security and safety focal points to be competent in delivering Security Context Analysis, Security Risk Assessments, and developing context specific Acceptance, Protection, and Deterrence Strategies.

Knowledge Management:

- Lead and provide oversight of in-country relevant information management in close coordination with the Regional Security Director and the OCS Analysis Unit.

- Lead the process of continuous learning on best practice in security and safety management and identify tools and processes that can be implemented into World Vision operations in the national office.

- Represent WV at national NGO, UN and donor security forums and ensure information is disseminated as required.

- Identify and develop strategic networks to share information on relevant issues affecting humanitarian operations in country.

- Conduct analysis to identify emerging organisational security and safety needs and solutions within the changing humanitarian landscape.

- Provide a macro view of the national office's security and safety context to assist risk identification and planning.

- Provide ongoing strategic and situational awareness to recognise shifts in the environment quickly and adjust operations accordingly.

Quality Assurance:

- Review Core Security Requirements in the National Office and ensure alignment with World Vision's Core Security Requirements in a way that maximises the safety of staff and assets.

- Ensure National Office security and safety standards are in accordance with the security risk rating.

Internal Liaison & Co-ordination:

- Act as the principal link between the National Office and WV OCS for security related matters.

- Liaise with the Regional Security Director on local security and safety issues and provide analysis on the potential impact on World Vision operations.

- Work with other members of the National Office functional groups so as to ensure that they are adequately aware of potential security issues.

- Provide regular updates to Senior Leadership Team (SLT).

General:

- Provide other support to the National Office as determined by line manager.

KNOWLEDGE, SKILLS AND ABILITIES:

- Previous experience in the professional security arena.

- Relevant bachelor's degree in Security Management, Risk Management, Strategic Studies, International Relations or Emergency Management or other management discipline.

- Working knowledge of INGO security practices with proven experience in security risk assessments, security planning and crises management in the humanitarian context.

- Direct application of security and risk management framework within complex NGO operating and organisational environments.

- Understanding of implementing Core Security Requirements, Minimum Operating Security Standards or equivalent.

- Effective communication and interpersonal skills sufficient to establish effective relationships at senior levels, gain credibility and influence senior decision makers.

- Solid interpersonal, negotiating and networking skills.

- Good analytical (tactical & strategic), organisational and problem solving skills.

- Ability to work under pressure.

- Demonstrated ability to influence and deliver effective organisational outcomes related to all aspects of security and risk management.

- Experience in liaising with various levels of Government, IO & NGO's.

- Competent in the use of Microsoft Office computer programs including Word, Excel and PowerPoint.

- Must be willing and able to travel in country.

- Must be able to coordinate work and interface efficiently and effectively with remote locations.

- Strong administrative skills, with effectiveness in developing tasks and managing to achieve target dates.

- Must be a productive team player.

- At least 5 years or work related experience in the professional security, resilience, business continuity, NGO or UN working at international level with international agencies.

- Relevant Master degree or other advanced degree in Security Management, Risk Management, Strategic Studies, International Relations or Emergency Management. Or other management discipline.

- A good network of contacts in academia, government or humanitarian security fields.

- Effective in written and verbal communication in English.

Preferred Skills, Knowledge and Experience:

- Understanding of field operations and fragile contexts.

- Networking skills.

- Analytical skills.

Work Environment/Travel:

- The position requires ability and willingness to travel domestically and internationally up to 30% of the time and includes travel to high risk locations with minimal notice.

- Role will require successful completion of Hostile Environment Awareness Training provided by employer.

- Depending on location the position may require home based working with some unsociable hours due to global coverage and online meetings.

- Will be expected to manage high stress security events.

- Flexibility in work hours is expected.