

# Country Security Manager, WV DRC

Location: [Africa] [Democratic Republic of the Congo]

Town/City: Kinshasa

Category: Security

Job Type: Fixed term, Full-time

**\*Please submit your CV in English.**

## **PURPOSE OF POSITION:**

To support the National Director in ensuring that effective security measures for programmes within the Democratic Republic of Congo are appropriately planned for and addressed within the Country Context. Be lead in the optimization of organizational security and the mitigation of operational risks for ministry effectiveness by establishing security systems and mechanisms for institutionalizing an organizational culture and practice of safety and security. The candidate will work with a wide range of stakeholders across multiple functions in support of key projects and will be responsible for ensuring end-to-end security capability and operational delivery to the field, based on the changing context and work requirements. This position will supervise Deputy Country Security Manager, Officers and Focal Points. The Country Security Manager will provide analysis and intelligence to the National Director and Programmes in order to make timely strategic programming decisions.

## **KEY RESPONSIBILITIES:**

### ***Strategy & Planning:***

- Develop and implement the Operational Country Office security strategy in alignment with WV DRC Strategy and WV security policy so as to ensure the operational priorities of the Country Office are appropriately supported.
- Ensure Security Risk Assessments, Country Risk Ratings, Strategic Programme Budgeting, Core Security Requirement standards, processes and procedures are completed in accordance with current Office of Corporate Security guidelines and training.
- Develop and maintain critical security incident contingency plans based on Country Risk Rating and Country Context.
- Provide security analysis and information to senior leadership in order to support strategic and operational decision

making.

***Security Operations:***

- Work with the National Director, Deputy Country Security Manager, Officers and Focal Points for DRC, Regional Security Director, and other relevant OCS stakeholders to carry out Security Risk Assessments as required/directed.
- Country Risk Ratings/Designated Security Zone Risk Ratings are established based on Country Operational Strategy and updated as required.
- Ensure Core Security Requirements are implemented in line with Country Risk Ratings.
- Provide input and support to management in crisis situations and critical incidents.
- Conduct security investigations when required/directed.
- Conduct CIV-MIL-POL coordination to gain access to operational programme areas as required.
- Provide leadership/ management of the security team in country.
- Work in close coordination with Programmes, Operations and Finance to ensure all security personnel, equipment and any other costs are included in programmes budgets.

***Networking and External Liaison/Engagement:***

- Build ongoing networks for sharing security information and coordination.
- Represent WV at relevant security network meetings and ensure information from these groups is disseminated to relevant staff.

***Capacity Building and Technical Training:***

- Coordinate the assessment, development and implementation of the Country Office capacity building plan for security management based on local security risk assessments.
- Seek to develop a culture of security awareness and monitor staff compliance.

- Conduct Training including, but not limited to SAINT, First Aid and Fire prevention.

***Reporting and Documentation:***

- Provide a regular security analysis to the National Office, Region and Office of Corporate Security.
- Ensure that all security incidents are reported in accordance with WV Security Policy.
- Conduct performance reviews of the field-based security focal persons.
- Collect, analyse and disseminate security information appropriately.

**KNOWLEDGE, SKILLS & ABILITIES:**

- Relevant Bachelor's degree (Master preferred) in Security Management, Risk Management, Strategic Studies, International Relations or Emergency Management. Or 3 years equivalent field experience in organizational Security Risk Management senior role.
- Previous experience in the professional security arena (INGO, Corporate, Military, Law Enforcement, or Emergency Services).
- Sound knowledge of INGO security practices with proven experience in Security Risk Assessments (SRA), security planning and crises management in the humanitarian context.
- Sound understanding of Security Cost Identification and how to incorporate proposal writers into the Cost/Budgeting allocation of their proposals.
- Computer proficiency (Word, Excel, PowerPoint) is essential.
- Demonstrated personal values, attitudes and behaviors that are consistent with World Vision Core Values.
- Valid Passport and Driver's License.
- Understanding of setting threat or risk levels for specific contexts, considering the strategic and tactical situation as applied to humanitarian operations.
- Understanding of programme delivery and security cost identification in humanitarian relief operations.

- Fluency in written and spoken in both English and French is required.
- Internationally recognized qualifications in Risk Management or Business Continuity would be an advantage.

***Preferred:***

- Relevant Master's degree in Security Management, Risk Management, Strategic Studies, International Relations or Emergency Management. General Management studies also considered.
- Previous experience in the professional security arena (INGO, Corporate, Military, Law Enforcement, or Emergency Services).
- Sound knowledge of INGO security practices with proven experience in Security Risk Assessments (SRA), security planning and crises management in the humanitarian context.
- Demonstrated experience in designing and delivering training.
- Demonstrated experience in security analysis.
- Demonstrated project management skills and the ability to work effectively under pressure (particularly in a crisis situation).
- First Aid Certified.
- Sound understanding of Security Cost Identification and how to incorporate proposal writers into the Cost/Budgeting allocation of their proposals.
- 5+ yrs in a relevant senior security management role in NGO, Private or Government Sectors.
- International security management experience in a Regional and/or Global role in large multinational organization.

***Work Environment/Travel:***

- The position requires ability and willingness to travel nationally and internationally up to 40% of the time.
- Must be prepared to travel to 'high risk' security environments at short notice.
- Will be expected to manage high stress security events.
- Flexibility in work hours is expected.

