



IOM International Organization for Migration

Avis de vacance de poste
ROWCA-HR-24-009-VN

Open to internal and external candidates

Position Title : **Régional Security Support Officer**
Duty station : **Dakar, Senegal**
Classification : **NO-B**
Type of appointment : **OYFT with possibility of extension**
Estimated Start Date : **As soon as possible**

Closing date : **03 December 2024**

Established in 1951, IOM is a Related Organization of the United Nations, and as the leading UN agency in the field of migration, works closely with governmental, intergovernmental and non-governmental partners. IOM is dedicated to promoting humane and orderly migration for the benefit of all. It does so by providing services and advice to governments and migrants.

IOM is committed to a diverse and inclusive work environment. Applications are welcome from internal and external candidates, particularly qualified female candidates. For this vacancy, applications from qualified and eligible internal candidates are considered before those of qualified and eligible external candidates in the selection process.

Context:

The Office of Staff Security (OSS) is responsible for providing leadership on security policy management and Country Office operational support to enable effective implementation and delivery of IOM programs and activities, while managing security risks at acceptable levels.

Under the overall supervision of the Director of the Office of Staff Security in Headquarters, the direct supervision of the Regional Security Officer, and the administrative supervision of the Regional Director, the Regional Security Support Officer will be responsible for actively assisting the IOM Regional Office (RO) for West and Central Africa with implementing appropriate safety and security management procedures that will effectively address issues surrounding staff safety, security and the protection of IOM assets.

The Regional Security Support Officer will also be responsible for assisting all IOM Missions within the region when and where necessary.

Responsibilities and accountabilities

1. Provide specialized support in the implementation of region-specific safety and security plans by remaining conversant with various procedures and policies of UNDSS and IOM security management system, and advising the Regional Security Officer, and Regional Director on safety and security issues in the assigned fields of responsibility.

2. Support the Regional Security Officer in liaising with other UN agencies and organizations, government counterparts and partner security services, country UN Department of Safety and Security (UNDSS), and other local security stakeholders at the appropriate levels.
3. Support the Regional Security Officer in ensuring all IOM personnel adhere to the UNDSS Travel Request Information Process (TRIP), the Movement of Personnel (MOP) procedures and the UN security clearance policy. Also assist the Regional Security Officer in ensuring that all IOM personnel have a working knowledge of the UN Security Risk Management Measures (SRMM); Residential Security Measures (RSM), Country Office Security Risk Management (SRM) documents and the UNDSS Security Policy Manual – that includes an understanding of various UNDSS evacuation / emergency and security plans.
4. Acquire a comprehensive operational understanding of IOM programmes in the region and Country Offices and contribute in drafting Security Risk assessments in areas where IOM works or is planning to deploy its teams.
5. Assist the Regional Security Officer in monitoring the performance of Field Security Associates or designated Organization Country Security Focal Points (OCSFP) based in the Regional Office and Country Office, to ensure that the appropriate level of staff safety and security is being delivered and supported.
6. Support the Regional Security Officer in conducting physical security surveys of offices, vehicles and staff residences to ensure compliance with the UN Security Risk Management Measures (SRMM) and Residential Security Measures (RSM), ensuring that IOM-specific operational requirements are considered for implementation of security measures and that a people-centred approach is mainstreamed in security risk management.
7. Participate in security assessments and evaluations, identify and monitor all security threats/trends that will enable comprehensive threat/risk analyses to be undertaken, followed by a written report.
8. Efficiently monitor and analyze the local and regional security situation and report significant events/incidents in a timely manner to the Regional Security Officer using prescribed reporting forms and modalities.
9. Coordinate security information with the Regional Security Analyst that requires threat and risk analysis for potential direct or indirect impact to IOM personnel and operations within the region.
10. Support the Regional Security Officer in developing training materials and coordinating and delivering mission-specific training activities, seminars, and briefings, when applicable coordinate staff participation, to ensure that security training is carried out professionally and within IOM and UNDSS training standards.
11. Assist the Regional Security Officer in conducting regular reviews of existing IOM / UN security documents for IOM premises, compounds and field offices within the regions and at Country Office level, to ensure that these documents are functional and updated.
12. Update all regional contact lists including Call Sign lists, and ensure the overall operability of IOM-specific communications systems, particularly SCAAN, through monitoring, testing, and regular maintenance of regional communications operability.

Assist the Regional Security Officer in ensuring that all relevant safety and security information is disseminated in a timely manner to IOM personnel.

13. Support the Regional Security Officer in conducting preliminary enquiries and analysis (when required) with respect to security breaches/incidents in the region, while ensuring strict confidentiality.
14. Respond to complex security queries and suggest an appropriate course of action in coordination with the Regional Security Officer.
15. Undergo radio communications procedure training and maintain a sufficient level of skills in radio communications procedure to support the Regional Security Officer in radio communications procedure training for IOM personnel.
16. Support the Regional Security Officer in creating and maintaining an updated and organized system for communication documentation and security files.
17. Perform such other duties as may be assigned.

Required Qualifications and Experience:

Education:

- Master's degree in Security Management, Business Administration, Political/Social Science, Psychology, Criminal Justice, Law, International Relations or a related field from an accredited academic institution, with two years of relevant professional experience; or,
- University degree in the above fields with four years of relevant professional experience.

Experience:

- Minimum of two years of progressively responsible and professional experience in international relations, security, disaster or emergency settings, with security responsibilities in the public or private sector is required;
 - Experience working in the UN Security Management System is desirable; and,
 - UNDSS certification to any of the following: Security Certification Programme (SCP), Security Analysis Practice and Process (SAPP), Hostage Incident Management (HIM), Trainer and Development and Certification Course (TDC), and Safe and Secure Approaches in Field Environments (SSAFE) is desirable.

Skills

- Ability to collaborate with senior government security counterparts and relevant stakeholders is an advantage;
- Demonstrated ability to manage a high degree of rational behaviour and decision-making at all times;

- Good political and social knowledge of the region;
- Ability to work effectively with colleagues from varied cultures and professional backgrounds, and;
- Excellent oral and written skills. Listens actively and responds effectively.

Languages

IOM's official languages are English, French, and Spanish.

REQUIRED

For this position, fluency in English and French is required (oral and written).

DESIRABLE

Working knowledge of any UN official language is an advantage.

Required Competencies:

The incumbent is expected to demonstrate the following values and competencies:

VALUES - All IOM staff members must abide by and demonstrate these five values:

Inclusion and respect for diversity: Respects and promotes individual and cultural differences. Encourages diversity and inclusion.

Integrity and transparency: Maintain high ethical standards and acts in a manner consistent with organizational principles/rules and standards of conduct.

Professionalism: Demonstrates ability to work in a composed, competent and committed manner and exercises careful judgment in meeting day-to-day challenges.

Courage: Demonstrates willingness to take a stand on issues of importance.

Empathy: Shows compassion for others, makes people feel safe, respected and fairly treated.

CORE COMPETENCIES - Behavioral indicators – Level 2

Teamwork: Develops and promotes effective collaboration within and across units to achieve shared goals and optimize results.

Delivering results: Produces and delivers quality results in a service-oriented and timely manner. Is action oriented and committed to achieving agreed outcomes.

Managing and sharing knowledge: Continuously seeks to learn, share knowledge and innovate.

Accountability: Takes ownership for achieving the Organization's priorities and assumes responsibility for own actions and delegated work.

Communication: Encourages and contributes to clear and open communication. Explains complex matters in an informative, inspiring and motivational way.

If direct reports (10th row above) for PAS is greater than zero, then the managerial competencies below are inserted.

MANAGERIAL COMPETENCIES - Behavioral indicators – N/A

Leadership: Provides a clear sense of direction, leads by example and demonstrates the ability to carry out the Organization's vision. Assists others to realize and develop their leadership and professional potential.

Empowering others: Creates an enabling environment where staff can contribute their best and develop their potential.

Building Trust: Promotes shared values and creates an atmosphere of trust and honesty.

Strategic thinking and vision: Works strategically to realize the Organization's goals and communicates a clear strategic direction.

Humility: Leads with humility and shows openness to acknowledging own shortcomings.

How to apply:

Interested internal and external candidates are invited to submit their applications by e-mail to recrutementdkr@iom.int , indicating: « ROWCA-HR-24-009-VN, Regional Security Support Officer » in the subject line.

For applications to be considered, applicants are asked to submit applications with a cover letter (no more than one page long) specifying motivation and qualifications for applying, as well as a detailed resume/CV, functional e-mail address and mobile telephone number. Incomplete applications will automatically be rejected.

Only shortlisted candidates will be contacted.

Posting Period:

From 19 November to 03 December 2024

