



International Organization for Migration (IOM)  
The UN Migration Agency

Position Title : **Field Security Officer**  
Duty Station : **Bangui, CAR**  
Classification : **Professional Staff, Grade P3**  
Type of Appointment : **Special short-term graded, Nine months with possibility of extension**  
Estimated Start Date : **As soon as possible**  
Closing Date : **05 December 2018**

*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 environment. Applications from qualified female candidates are especially encouraged. For the purpose of the vacancy, the following candidates are considered as first-tier candidates:*

1. *Internal candidates*

2. *Qualified applicants from the following NMS countries:*

*Antigua and Barbuda, Bahamas, Cook Islands, Cuba, Cabo Verde, Djibouti, Fiji, Micronesia (Federated States of), Gabon, Grenada, Guyana, Iceland, Kiribati, Comoros, Saint Kitts and Nevis, Lao People's Democratic Republic, Saint Lucia, Lesotho, Libya, Montenegro, Marshall Islands, Mauritania, Namibia, Nauru, Papua New Guinea, Palau, Paraguay, Solomon Islands, Seychelles, Suriname, Sao Tome and Principe, Eswatini, Timor-Leste, Tonga, Tuvalu, Holy See, Saint Vincent and the Grenadines, Vanuatu, Samoa*

### **Context:**

Under the direct supervision of the Chief of Mission (CoM) and in close collaboration with the Staff Security Unit (SSU) at Headquarters (HQ) and SSU Regional office in Dakar, the successful candidate will be accountable and responsible for all security and safety matters related directly or indirectly to all IOM personnel and property in Central African Republic (CAR) under the umbrella of the United Nations Multidimensional Integrated Stabilization Mission (MINUSCA).

S/he will supervise the mission's security unit and in coordination with the Regional Field Security Officer (RFSO), plan, coordinate and implement appropriate safety and security management procedures that will effectively address staff safety and the protection of IOM assets, while ensuring secure and safe IOM operations in CAR. S/he will rationally and successfully manage the IOM CAR Security Unit, implement appropriate safety and security management procedures that will effectively address staff safety and the protection of IOM assets.

### **Core Functions / Responsibilities:**

1. Collaborate, coordinate and establish networks with other international organizations, government security services and agencies working in the security management field, ensuring appropriate lines of communications relating to all aspects of staff security and safety are established and well maintained.
2. Provide advice, technical support and assistance to the CoM, Heads of Sub-Offices, Programme and Project Managers and when required and possible, collaborate with other offices in the region regarding safety/ security matters that will impact IOM's operations and programmes.
3. Provide relevant technical and strategic recommendation on potential threats/ risks to staff/ programmes and ensure that appropriate safety/ security information is disseminated to the sub-offices/ staff members in Bangui and 5 sub-offices among the country.
4. Develop and maintain a close working relationship with the United Nations Department of Safety and Security (UNDSS) and MINUSCA mission in CAR , and a comprehensive working knowledge of the present IOM/ UNDSS Memorandum of Understanding, related to the various security protocols stipulated in this agreement, including the teamwork of Accountability of the UN Security Management System; Security Risk Management (SRM), Residential Security Measures (RSM) and the UNDSS Security Policy Manual requirements.
5. Participate constructively in the DSS led security cell weekly meetings and attend the UN Senior Management Team SMT meetings as an observer.
6. Manage the IOM CAR Security Unit, ensuring a team approach and coach, train, and monitor the LSAs. Ensuring reciprocal professional growth and organizational support.
7. Conduct security assessments / evaluations, monitor regional security threats/trends, in collaboration with SSU Dakar that will enable comprehensive threat/risk and further offer appropriate recommendations.
8. Review and monitor the level of SRM and RSM compliance in the various IOM Sub-Offices in CAR and effectively address all non-compliance findings.
9. Develop and provide safety/security briefings for IOM staff deployed to and travelling within the Mission, and as required briefings for non-IOM staff involved in IOM programme implementation. Ensure and coordinate timely UNDSS briefings for all staff deployed to the Mission.
10. Ensure regular updating of staff riot their contacts. Coordinate travel security for the Mission relating to all IOM operations, including medical evacuations, and international staff travel within and from/to CAR.
11. Oversee and maintain the IOM CAR vehicle fleet movement tracking system to ensure safe and secure movement of all mission vehicles including trucks, take effective measures to respond to unauthorized movements. Oversee the adequate assignment, operation and sécurisation of the mission's armoured vehicles (AVs), including the selection, training, supervision and monitoring of national and international AV drivers.
12. Ensure all relevant safety/security information is disseminated in a timely manner to the IOM Programme's staff and to the extent possible the programme's service providers.
13. Develop staff training plan including an introductory security briefing for all new hires considering all the foregoing. Monitor staff training needs and certificates.
14. Assist in the design and implementation of IOM security-related strategies, mission specific security Standard Operations Procedures (SOPs) and establish a concrete course of action for their implementation.

15. Report security matters directly to the COM and SSU; liaise with various security services including MINUSCA, Military Contingences, UNPOL, JTF (police, military) and UN agencies security focal points regarding safety/security issues.

16. Perform such other duties as may be assigned.

## ***Required Qualifications and Experience:***

### **Education**

- Master's degree in Security Management, Social Sciences, Law Enforcement, International Studies, Communications or a related field from an accredited academic institution with five years of relevant professional experience; or
- University degree in the above fields with seven years of relevant professional experience.
- Equivalent studies in the National Armed or Security forces of country of residence may be considered an equivalent diploma with seven years of relevant professional experience.

### **Experience**

- Extensive military experience, law enforcement, or alternatively a combination of relevant security training and field experience;
- Previous experience in UN Missions, International Peacekeeping or Emergency Missions;
- Proven ability to discern and uphold the programmatic interest, status and safety of the mission at all times;
- Proven ability to collaborate with senior military and government counterparts;
- Demonstrated ability to manage a high degree of rational behaviour and decision making at all times irrespective of the gravity of the security environment;
- Familiarity with CAR context and previous working experience in the region an advantage;
- Must have a valid driver's license and previous experience in dealing with law enforcement agencies an advantage.

### **Languages**

Fluency in English and French is required. Working knowledge of the local language is an advantage.

## ***Desirable Competencies:***

### **Values**

- **Inclusion and respect for diversity:** respects and promotes individual and cultural differences; encourages diversity and inclusion wherever possible.
- **Integrity and transparency:** maintains 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.

### **Core Competencies** – behavioural 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 action and delegated work.
- **Communication:** encourages and contributes to clear and open communication; explains complex matters in an informative, inspiring and motivational way.

### **Managerial Competencies** – behavioural indicators level 2

- **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 potential.
- **Empowering others & building trust:** creates an atmosphere of trust and an enabling environment where staff can contribute their best and develop their potential.
- **Strategic thinking and vision:** works strategically to realize the Organization's goals and communicates a clear strategic direction.

### **Other:**

Internationally recruited professional staff are required to be mobile.

Any offer made to the candidate in relation to this vacancy notice is subject to funding confirmation.

The list of NMS countries above includes all IOM Member States which are non-represented in the Professional Category of staff members. For this staff category, candidates who are nationals of the duty station's country cannot be considered eligible.

Appointment will be subject to certification that the candidate is medically fit for appointment, accreditation, any residency or visa requirements, and security clearances.

### **How to apply:**

Interested candidates are invited to submit their applications via PRISM, IOM e-Recruitment system, by 05 December 2018 at the latest, referring to this advertisement.

For further information, please refer to:

<http://www.iom.int/cms/en/sites/iom/home/about-iom-1/recruitment/how-to-apply.html>

In order for an application to be considered valid, IOM only accepts online profiles duly completed.

Only shortlisted candidates will be contacted. You can track the progress of your application on your personal application page in the IOM e-recruitment system.

### **Posting period:**

From 29.11.2018 to 05.12.2018

Requisition: SVN 2018/250 (P) - Field Security Officer(P3)-Bangui,CentralAfricanRepublic (55685133)

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