

Position Title : **Field Security Officer**
Duty Station : **Addis Ababa, Ethiopia**
Classification : **Professional Staff, Grade P3**
Type of Appointment : **Fixed term, one year with possibility of extension**
Estimated Start Date : **As soon as possible**
Closing Date : **29 November 2023**

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. Read more about diversity and inclusion at IOM at www.iom.int/diversity.

Applications are welcome from first- and second-tier candidates, particularly qualified female candidates as well as applications from the non-represented member countries of IOM. For all IOM vacancies, applications from qualified and eligible first-tier candidates are considered before those of qualified and eligible second-tier candidates in the selection process.

For the purpose of this vacancy, the following are considered first-tier candidates:

1. Internal candidates
2. Candidates from the following non-represented member states:
Antigua and Barbuda; Barbados; Botswana; Cabo Verde; Comoros; Congo (the); Cook Islands; Dominica; Fiji; Grenada; Guinea-Bissau; Holy See; Iceland; Kiribati; Lao People's Democratic Republic (the); Madagascar; Marshall Islands; Micronesia (Federated States of); Namibia; Nauru; Palau; Saint Kitts and Nevis; Saint Lucia; Solomon Islands; Suriname; The Bahamas; Tonga; Tuvalu; Uzbekistan; Vanuatu

Second tier candidates include:

All external candidates, except candidates from non-represented member states.

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 programmes and activities, while managing security risks at acceptable levels.

Under the direct supervision of the Chief of Mission and under the technical supervision of the Office of Staff Security (OSS) as represented by the Regional Security Officer (RSO) based in the Regional Office in Nairobi, the Field Security Officer will be responsible and accountable for providing expert support to enable IOM's activities in the Country Office with all aspects of security risk management.

The Field Security Officer will be expected to implement appropriate safety and security management procedures that will effectively address issues that could and have impact on the security of IOM personnel, premises, assets, and operational activities.

Core Functions / Responsibilities:

1. Establish and maintain effective working relationships with security officials of other UNSMS organizations, government counterparts and partner security services, country United Nations Department Safety and Security (UNDSS) office and all appropriate Security Focal Points, in order to obtain up-to-date security-related information that is beneficial to the Country Office.
2. Provide accurate and up-to-date assessments of the security situation in the Country Office and provide advice and recommendations to the Chief of Mission on how to prevent and mitigate against identified threats and risks.
3. Develop, implement, and regularly test a functioning warden system. Warden testing methods should include multiple systems, including SCAAN.
4. In coordination with the RSO, Chief of Mission, prepare Country-specific training activities, seminars, briefings, coordinate staff participation, and ensure that security training is carried out professionally within IOM and UNSMS learning/training standards.
5. Provide security briefings for IOM personnel deployed to and travelling within Ethiopia and its area of operations and coordinate all travel security requirements for the Country Office relating to all IOM operations, including assessments of road, air and river transport networks, medical evacuations and international staff travel within and from/to Ethiopia.
6. In coordination with the RSO, regularly review and monitor compliance on the UN Security Risk Management Measures (SRMM) and Residential Security Measures (RSM). This includes proactively participating in the Security Cell Meetings and actively providing guidance to the Chief of Mission on issues raised in the SMT, 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. Acquire comprehensive operational understanding of IOM programmes in the Ethiopia and its area of operations and provide recommendation, including Security Risk assessments in areas where IOM works or is planning to deploy its teams.
8. Support the Chief of Mission by providing security-related inputs into the Country Office's Business Continuity Plan, proactively advising the Chief of Mission in its regular testing.
9. In coordination with the RSO, develop, implement, and test Country Office-specific security plans.
10. Supervise Field Security Officer, National Field Security Officers and Field Security in country office and sub offices to ensure that the appropriate level of security is provided to IOM personnel.
11. Closely monitor and report on deployment numbers (staff ceilings) established for the mission/s by the UN Designated Official (DO) during emergencies, in coordination with the Security Management Team (SMT) and UNDSS, ensuring that security clearance procedures are applied fairly, vis-à-vis all of the agencies working under the UNDSS Security Management System.
12. Test the functionality and implementation of IOM-specific emergency communications systems, including SCAAN to ensure they are functional, effective and address the programme requirements of the Country Office. This includes actively checking the SCAAN dashboard and posting relevant security advisories in a timely manner.
13. Report security matters that have a potential or direct impact on IOM operations immediately

to the Chief of Mission and the RSO.

14. In coordination with the Chief of Mission and the RSO, conduct preliminary enquiries in respect to any security breaches/incidents in the Country Office, working closely with local authorities in efforts to ensure IOM personnel, its assets and interests are protected and appropriate and corrective measure taken.

15. Perform such other duties as maybe 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 five years of relevant professional experience; or,
- University degree in the above fields with seven years of relevant professional experience.
- UNDSS certification to any of the following: Security Certification Programme (SCP), Security Analysis Practice and Process (SAPP), Hostage Incident Management (HIM), Trainer Development and Certification Course (TDC) and Safe and Secure Approaches in Field Environments (SSAFE) is desirable.

Experience

- A minimum of five years of progressively responsible experience in international relations, disarmament affairs, conflict resolution, crime or terrorism prevention, security, risk, disaster, or crisis/emergency management and preparedness in the public or private service areas, responsible for responding to emergency situations that may directly impact security is desirable;
- Experience in planning, design, implementation or review of risk mitigation measures related to operations impacted by insecurity is desirable;
- International experience is desirable;
- Management experience in the humanitarian, public, private or corporate sector is desirable;
- Minimum one year of experience in field operations is desirable; and,
- Specialized experience in such areas as security programmes, risk assessments, or analysis 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;
- Ability to supervise and 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. All staff members are required to be fluent in one of the three languages.

For this position, fluency in English is required (oral and written). Working knowledge of another official UN language (Arabic, Chinese, French, Russian, and Spanish) is desirable.

Proficiency of language(s) required will be specifically evaluated during the selection process, which may include written and/or oral assessments.

Notes

¹ Accredited Universities are the ones listed in the UNESCO World Higher Education Database (<https://whed.net/home.php>).

Required 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:** 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.
- **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 – 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 actions 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 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.

IOM's competency framework can be found at this link.

https://www.iom.int/sites/default/files/about-iom/iom_revised_competency_framework_external.pdf

Competencies will be assessed during a competency-based interview.

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.

This selection process may be used to staff similar positions in various duty stations. Recommended candidates endorsed by the Appointments and Postings Board will remain eligible to be appointed in a similar position for a period of 24 months.

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. Subject to certain exemptions, vaccination against COVID-19 will in principle be required for individuals hired on or after 15 November 2021. This will be verified as part of the medical clearance process.

Vacancies close at 23:59 local time Geneva, Switzerland on the respective closing date. No late applications will be accepted.

How to apply:

Interested candidates are invited to submit their applications via PRISM, IOM e-Recruitment system, by 29 November 2023 at the latest, referring to this advertisement.

IOM only accepts duly completed applications submitted through the IOM e-Recruitment system. The online tool also allows candidates to track the status of their application.

Only shortlisted candidates will be contacted.

For further information please refer to: www.iom.int/recruitment

Posting period:

From 16.11.2023 to 29.11.2023

No Fees:

IOM does not charge a fee at any stage of its recruitment process (application, interview, processing, training or other fee). IOM does not request any information related to bank accounts.

Requisition: VN 2023 513 Field Security Officer (P3) Addis Ababa, Ethiopia (58491719) Released

Posting: Posting NC58491720 (58491720) Released