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| Position Title | : | **Regional Security Officer** |
| Duty Station | : | **Cairo, Egypt** |
| Classification | : | **Professional Staff, Grade P4** |
| Type of Appointment | : | **Fixed term, one year with possibility of extension** |
| Estimated Start Date | : | **As soon as possible** |
| Closing Date | : | **21 May 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.    External female candidates:
3.    Candidate from the following non-represented member states:
*Antigua and Barbuda; Aruba (Netherlands); Botswana; Cabo Verde; Comoros; Congo (the); Cook Islands; Curaçao; Fiji; Grenada; Guinea-Bissau; Holy See; Iceland; Kingdom of Eswatini; Kiribati; Lao People's Democratic Republic (the); Madagascar; Marshall Islands; Micronesia (Federated States of); Namibia; Nauru; Palau; Saint Kitts and Nevis; Saint Lucia; Seychelles; Solomon Islands; Suriname; The Bahamas; Timor-Leste; Tonga; Tuvalu; Vanuatu*

Second tier candidates include:

All external candidates, except candidates from non-represented member states of IOM and female candidates.

## *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 Director of OSS in Headquarters (HQ), and the administrative supervision  of the Regional Director (RD), the successful candidate will be responsible for providing expert support to enable IOM's activities in the Regional Office and Country Offices where they are located with all aspects of security risk management.

The Regional Security Officer will be expected to implement applicable UNSMS policy and

design, including security management procedures that will effectively address issues that could and have impact on security of IOM personnel, premises, assets and operational activities.

The Regional Security Officer will, in coordination with the RD and the Director of OSS, provide supervisory and technical assistance to Country Office Security Professionals, Field Security Associates and nominated Organization Country Security Focal Points. They will be accountable and responsible for security matters related directly or indirectly to IOM personnel and premises in the IOM Regional and Country Office location that fall under the influence of the RD or Chief of Mission (COM).

Specifically, they will support in establishing and maintaining an appropriate level of security awareness throughout the Country Offices and all the associated programmes within their assigned region or duty station.

The Regional Security Officer will also ensure that security learning/training activities are carried out professionally and within IOM and UNSMS learning/training standards.

The successful candidate will be expected to deploy when necessary to assist IOM Country Offices that are located within the Region.

## *Core Functions / Responsibilities:*

1. Establish and maintain effective working relationships with security officials from other UNSMS Organizations, government counterparts and partner security services, country United Nations Department Safety and Security (UNDSS) office and all appropriate Organization Country Focal Points, in order to obtain up-to-date security-related information that is relevant to IOM activities under their areas of responsibility.

2. Develop and maintain a close working relationship with all UNDSS Country Mission Chief / Security Advisors while acquiring an in-depth and comprehensive working knowledge of the United Nations Security Management System (UNSMS) that relates to various regional / country security protocols.

3. Regularly review and monitor compliance with the Security Risk Management Measures (SRMM) and Residential Security Measures (RSM). This includes proactive participation to the Security Cell meetings and providing guidance to the COM on issues raised during the Security Management Team (SMT) meetings, ensuring that IOM-specific operational requirements are considered for implementation of security measures and adherence to the UNSMS Policy on Gender Considerations in Security Management.

4. Provide guidance to the COMs and Field Security Officers on the submission of the country-level Local Cost Shared Security Budget (LCSSB), including the Mission Security Funding Request (MSFR) process. In coordination with OSS HQ, review Mission Security Funding Requests and ensure that they follow the requirements of IOM's Security Funding Mechanism.

5. Maintain an overview and ensure adherence by all personnel to the UNDSS Travel Request Information Process (TRIP), the Movement of Personnel (MOP) procedures and the UN security clearance policy. Ensure all IOM personnel have a working knowledge of the UN Security Risk Management Measures (SRMM), Residential Security Measures (RSM), including the approved security contingency plans and procedures.

6. Provide advice, technical support and assistance to the RD and to the COMs and Heads of Office (HoOs) in their area of responsibility in order to support their accountability and responsibilities as set-out in the UN "Framework of Accountability" document. Provide relevant technical and strategic analysis on potential threats/risks to personnel/premises/assets/programmes and ensure that appropriate security information is

disseminated to the relevant IOM local Security Professionals and all Country Office/programme managers and programme staff.

7. Acquire comprehensive operational understanding of IOM programmes in the Region and Country Offices and provide advice, including Security Risk assessments in areas where IOM works or is planning to deploy its teams.

8. Provide security technical supervision and advice to designated Field Security Officers and Field Security Associates and oversee the performance of the Security Professionals and Associates based in the Regional Office and Country Office to ensure that the appropriate level of security is provided to personnel.

9. In consultation and coordination with IOM RD and/or COMs advise and participate, as the OSS representative, in the recruitment and appointment of Security Professionals and Organization Country Security Focal Points.

10. Inform and advise the RD, COMs, HoOs, Heads of Sub-Offices, Program Managers on all security management issues and risk management measures with the aim to enable effective delivery of IOM's programme/project.

11. In collaboration with the OSS Operations Centre in Manila Administrative Centre (MAC), the Field Security Officers, Field Security Associates, Organization Country Security Focal Points and the Regional and Country UNDSS offices, conduct security assessments and evaluations, monitor all security threats/trends that will enable a comprehensive threat/risk analyses to be undertaken and provide a written report.

12. In conjunction with Field Security Officers, Field Security Associates, and Organization Country Security Focal Points, offer the appropriate assistance, recommendations and input into the design and implementation of IOM specific mission evacuation procedures, contingency plans, IOM security-related strategies, mission-specific security Standard Operation Procedures (SOPs) and Business Continuity Plans. Establish a concrete course of action for their implementation.

13. When required, and in the absence of a UNDSS presence in countries where IOM has operations, support the IOM/UN Country Office   by assisting with the design of contingency plans, security-related strategies, emergency response plans, and establish a concrete course of action for their implementation. Although these plans may be considered IOM-specific, every effort should be made to follow UNDSS emergency/standard operating procedures.

14. In coordination with the RD, COMs, HoOs, Field Security Officers, Field Security Associates and Organization Country Security Focal Points of the respective Country Offices in the Region, prepare mission-specific training activities, seminars, briefings, coordinate staff participation and manage administrative, logistic and budgetary issues (if necessary) to ensure that security training is carried out professionally and within IOM and UNDSS training standards.

15. In conjunction with the Field Security Officers, Field Security Associates and Organization Country Security Focal Points  of the respective  Country Offices in the Region, closely monitor and report on staff deployment numbers (staff ceilings) established for the Country Office(s)  by the UN Designated Official (DO) during emergencies, in coordination with the 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.

16. Conduct regular reviews of existing IOM / UN security documents for IOM premises, compounds, and field offices within the Region and at Country Office level, with the aim of ensuring that they are relevant, practical and are updated.

17. Support the Country Offices under the Regional Office during the project development and capacity building, utilizing the UNSMS Security Risk Management methodology by providing security analysis, operating procedures and other related support.

18. In coordination with the RD, COM and HoOs and, if deemed necessary or required, in coordination with relevant security partners, test the functionality and implementation of IOM-specific emergency communications systems, including SCAAN and contingency plans, to ensure they are functional, effective and address the Country Offices/programme requirements.

19. Ensure the SCAAN usage (advisories, reports, warden checks) and user contact data are current as well as tested regularly and that those with access to the Dashboard are using it effectively.

20. Report security matters that have a potential or direct impact on regional and country operations of IOM, immediately to the RD or COM, the Director of OSS and to the OSS Operations Centre in MAC.

21. In coordination with the RD and /or COMs and the Director of OSS, conduct preliminary enquiries in respect to any security breaches/incidents in the Region, working closely with local authorities in efforts to ensure IOM staff, its assets and interests are protected, and appropriate and corrective measure are taken.

22. Perform such other duties as may be assigned.

## *Required Qualifications and Experience:*

### Education

• Master's degree or equivalent in Security Management, Security Risk Management, International Relations, or related social or political science discipline with security management or analysis component from an accredited academic institution with seven years of relevant professional experience; or
• University degree or equivalent in the above fields with nine years of relevant professional experience.

### Experience

• Relevant professional experience on security management or security risk management, with minimum seven years (nine years for bachelor's degree holders) field experience in the UN Security Management System;
• Experience in managing international security officers and other security staff is required;
• Experience in planning and execution of security plans, procedures and measures is required;
• Experience of working in crisis/humanitarian response locations in security operations is required;
• Previous experience in dealing with law enforcement agencies;
• Proven ability to collaborate with senior government security counterparts and civil, humanitarian and other relevant stakeholders.

### Skills

• Proven ability to manage and collaborate finance matters;
• Successful completion of the UN Security Certification Programme (SCP) is required; and
• Previous Hostage Incident Management (HIM) Training, SSAFE Training of Trainers, and other UN-certified Training of Trainers is desirable.

### Languages

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

For this position, fluency in English is required (oral and written). Working knowledge of any UN Official language(s) is an advantage.

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 3

• **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 3

• **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 and who do not have prior experience outside the duty station's country as staff member in the Professional category 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 21 May 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 08.05.2023 to 21.05.2023

## *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 183 Regional Security Officer (P4) Cairo, Egypt (58121600) Released
Posting: Posting NC58121601 (58121601) Released