



MAG South Sudan
Plot No. 1 Block 1, 1st Class Area
Jondoki Kamiru,
Bilpham Road, Adjacent to Ezentus
Juba, South Sudan

ADVERTISEMENT– Country Security Manager
Open to South Sudanese Nationals Only

Employer: Mines Advisory Group (MAG)
Department: Programmes
Reporting to: Country Director and Regional Security Manager
Base Location: 80% field and 20% Juba, South Sudan
Working Area: South Sudan

Summary of the Position

MAG is seeking a dedicated qualified Country Security Manager (CSM) to maintain oversight of the safety and security of all staff and visitors through effective security risk management function within MAG South Sudan programme. Ensure MAG South Sudan operates effectively and efficiently, in compliance with MAG South Sudan safety, security and risk management with security policies and procedures. Undertaking extensive travel to field locations (80%) to support our pre-existing operations and to assess the expansion of MAG's teams into new areas

Job Purpose

A member of the Senior Management Team (SMT), who will be responsible for supporting the South Sudan programme in ensuring the safety and security of all staff and visitors through effective security risk management, including any new start up projects within the portfolio as directed.

Specific Areas of responsibility

- Support the Country Director (CD), Senior Management Team (SMT) and Regional Security Manager (RSM), in the consistent application and audit of the security management framework to enable MAG to meet its duty of care obligations in line with the Global Security Policy and Standard Operating Procedures.
- Provide programme staff and visitors with access to quality security information and analysis, training, policy and standards guidance, and expert support.
- Conduct regular visits to field locations to support the development and implementation of policies and procedures, conduct assessments, field training and audit programme security.
- Provide timely and accurate security, movement and access advice, guidance and direction to the CD, SMT, programme staff and visitors.
- Support crisis and incident management.
- Develop and facilitate appropriate relationships and good communications between MAG and other stakeholders we engage with (communities, The United Nations, national and local government, other humanitarian mine action actors, aid agencies and other security personnel.).

1. HUMANITARIAN ACCESS

- Support the development of humanitarian access approaches tailored to local contexts in MAG areas of operation and contribute to community engagement wherever needed.

- Ensure MAG teams develop principled, appropriate and sustainable relationships with relevant local actors/communities in line with humanitarian principles ensuring that MAG's programmes in the region are understood and accepted.
- Provide support and advice in assessments to ensure the extension of MAG's programming in new geographic areas, and regularly review existing locations.
- Contribute to the enhancement of MAG's image, reputation and acceptance within local communities and amongst stakeholders.

2. SECURITY & SAFETY MANAGEMENT

- Ensure staff (and others for whom the MAG has a duty of care), buildings, assets and information are appropriately and reasonably protected from a wide range of threats including (but not exclusive to) terrorism, conflict, civil unrest, crime, kidnap and natural disaster.
- Ensure the implementation of MAG minimum-security standards.
- Conduct regular field visits to MAG's areas of operations to provide support, assessment, training and guidance.
- Conduct scoping visits to non-MAG areas to assess the feasibility of expansion, reviewing access requirements.
- Undertake site assessments, security risk assessments and facilitate the implementation of mitigation measures.
- Support managers to implement security procedures, ensuring that all staff are conversant with policies and procedures, and are informed of changes.
- Ensure all staff and programme visitors receive security inductions, briefings and debriefings.
- Maintain oversight of staff and visitors travel and movements, ensuring effective tracking and online mapping systems are updated and accurate.
- Ensure physical security mitigations in all MAG bases and locations are appropriate and proportionate to the threat, making improvements where necessary.
- Manage guard forces and in-country security focal points.

3. INFORMATION MANAGEMENT

- Support the CD and SMT in the development, implementation and maintenance of programme level security documentation: country security plans (including standard operating procedures), security risk assessments (including context analysis), incident management plans, contingency plans and medical evacuation plans.
- Initiate and manage information and threat warnings to MAG staff, potentially within compressed timelines.
- Provide regular, verbal and written security analysis, briefings, updates and inductions including mapping and visual illustrations, to programme staff, visitors and the RSM.
- Conduct regular reviews and audits of programme level security and report findings regularly to the RSM.
- Ensure security information is stored in accessible electronic and paper systems.

4. NETWORKING

- Participate, and represent MAG, in South Sudan based security information networks and circulate summaries of meetings.
- Liaise with community leaders, local authorities and security actors ensuring MAG is compliant with all security-related regulations such as obtaining necessary clearance letters.

5. TRAINING

- Ensure the implementation of MAG minimum-security training requirements.
- Develop, support, facilitate and/or deliver security and safety training to all staff members and programme visitors.
- Conduct regular security drills for staff, ensuring effective preparedness.
- Mentor and manage programme security staff.

6. CRISIS/INCIDENT MANAGEMENT

- Programme security focal point for all incidents/ crises.
- Where possible/ appropriate deploy to incident locale to support country leadership in incident management.
- Liaise with local-level security actors.
- Maintain and review programme level incident management plans.
- Conduct regular tabletop exercises and crisis simulations to support preparedness.
- Support post-incident review and lessons learned.

7. COMPLIANCE

- Support the RSM to ensure regular review and audit of all programme level security framework documentation.
- Support CD in completion of security elements of the monthly management review addressing indicators of non-compliance.
- Ensure programme compliance with the Global Security Policy.

8. GENERAL

- Attend SMT meetings.
- Establish strong (internal) working relationships with CD, RSM, SMT, Technical Operations Manager and Technical Field Managers.
- Support the wider security function where necessary.
- As directed, lead or assist in the investigation of accidents or safety-related incidents, undertaking close liaison with international government agencies and related authorities as necessary

All staff are expected to undertake the following general duties:

- Work within the framework of MAG's core values, promoting its ethos and mission statement.
- Work towards achieving programme and/or department business plan objectives.
- Ensure familiarity with and adhere to all MAG policies and procedures and keep informed of MAG activities.

- Undertake and apply learning from appropriate training and development programmes.
- Undertake role in developing countries and areas in a conflict where standards of living may be basic.
- Undertake the role in a manner appropriate to the cultural context and within the local legal framework.

Understand and uphold the standards outlined in MAG's Safeguarding Framework, acting with due care and attention to safeguard the wellbeing of anyone that comes into contact with MAG's work and reporting concerns if they do arise.

Some Job Descriptions may be supplemented by specific Terms of Reference.

This is a non-contractual document that can be varied from time to time as circumstances dictate. This job description is intended to summarize the main duties and responsibilities of the post; this is not intended to be a full and exhaustive list of tasks. All MAG staff is expected to demonstrate flexibility and willingness to perform appropriate tasks when the need arises

Person Specification

ESSENTIAL EXPERIENCE

- Humanitarian background or deep understanding of South Sudan security and humanitarian context.
- At least 5 years' security management experience.
- Proven ability to communicate effectively both orally and in writing, including to senior audiences.
- Experience working to tight deadlines and responding to short notice assignments.
- Experience in developing and delivering security training and briefings to a range of audiences.
- Experience in managing or advising on a range of critical incidents and emergencies with the proven ability to make sound decisions under pressure.
- Experience and ability to work effectively with multi-disciplinary and multi-cultural teams.
- Experience and ability to get buy-in from senior management and international staff.

ESSENTIAL SKILLS AND KNOWLEDGE

- Fluent in written and verbal English.
- Excellent computer, MS office skills.
- Strong background in security training.
- Strong analytical and critical thinking skills, able to identify trends and rationalise decision-making.
- Highly competent in security risk assessment and context analysis.
- Excellent communication and interpersonal skills, together with the capacity to remain calm under pressure and not lose sight of strategic priorities.
- Conversant with the techniques of violent attack, the planning and execution of safety and security mitigation, intelligence assessment, modern security equipment and first-hand knowledge of security management issues.



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ESSENTIAL APTITUDE

- MAG is seeking a self-motivated and enthusiastic TEAM PLAYER!
- Sensitivity to cultural differences and the ability to work with a wide variety of staff with different cultural backgrounds.
- Ability to work remotely with limited management oversight and support.
- Ability to facilitate the learning of others and support training initiatives.
- Ability to undertake extensive travel often in insecure and austere environments.
- Strong analytical skills.
- Commitment to MAG's mission, values and approach.

DESIRABLE SKILLS AND KNOWLEDGE

- Broad understanding of rights and development issues, international relations and the international humanitarian and development system.
- Prior INGO experience, ideally in security management or advisory role.
- Familiarity with humanitarian mine action and weapons and ammunition management.

Please note that as part of MAG's commitment to safeguarding, this post is subject to background checks before an offer of employment is confirmed.

HOW TO APPLY:

Qualified and interested candidates should submit a cover letter with a CV (must have at least 3 referees with the recent employer and work email and telephone contact), copies of academic, work certificates and Nationality ID card to: -

MAG South Sudan Juba Office Bilpham Road, Adjacent to Ezentus, Juba, South Sudan or Email; recruitmentss@maginternational.org by 24th October 2021, addressed to the: Human Resources Department, MAG South Sudan, Juba.

Please clearly indicate the position you are applying for on the subject and on the envelope for hand delivery.

Only shortlisted candidates will be contacted for interviews.

NOTE: Do not attach original certificates. MAG will not return application documents to applicants.

Women and men are both encouraged to apply. MAG is an equal opportunity employer.