



Open to Internal and External Candidates VN-ML-04-2024

Position Title : **National Security Officer**
Number of Positions : **01**
Duty Station : **Bamako, Mali**
Classification : **National Officer, Grade NOA**
Type of Appointment : **Fixed term, one year with possibility of extension**
Estimated Start Date : **As soon as possible**

Closing Date : **14.03.2024**

Established in 1951, IOM is the leading inter-governmental organization in the field of migration and 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. Internal and external candidates are eligible to apply to this vacancy. For the purpose of the vacancy, internal candidates are considered as first-tier candidates.

Context:

The Office of Personnel Security (OSS) in Bamako is responsible for providing leadership in security policy management and operational support to the mission to enable the effective implementation and delivery of IOM's programmes and activities, while managing security risks to acceptable levels.

Under the overall supervision of the Chief of Mission (CoM) and direct supervision of the Field Security Officer (FSO), the National Security Officer will be responsible and accountable for providing specialized support to enable IOM's activities. This includes assisting the FSO in all aspects of security risk management and establishing and maintaining an appropriate level of security awareness within IOM Mali.

Core Functions / Responsibilities:

- Establish and maintain effective working relationships with the UN Department of Safety and Security (UNDSS), host government agencies, and local security authorities to acquire up-to-date security information beneficial for Mali by engaging in regular communication and collaboration.
- Oversee the Field Security Assistant for the Central and Northern regions, ensuring continuity of his duties in his absence by supervising and stepping in as needed.
- Collect, update, analyze, and disseminate information on Mali's security situation through the accurate

collection and verification of security information for analysis.

- Support the FSO in developing and implementing specific security plans for the IOM country office, including emergency response plans and Standard Operating Procedures (SOPs), and contribute to the Business Continuity Plan (BCP) by providing security-related inputs and recommendations.
- Conduct security risk management (SRM) and monitor the implementation of security measures recommended in the SRM process for the operation area in close coordination with the UNDSS
- Conduct security assessments and offer advice on Residential Security Measures (RSM) to IOM staff, including updates on latest trends and threats to staff safety and security by conducting evaluations and providing guidance.
- Support the effective management of the country office directors' system, keeping staff lists, including call signs, up to date and ensuring the operability of communication systems, especially SCAAN by maintaining accurate records and ensuring timely dissemination of safety and security information to IOM staff.
- Report security incidents affecting staff, premises, assets, and operational activities of IOM in Mali; draft security reports, such as incident reports and weekly updates.
- Plan, organize and conduct security awareness and preparedness training courses and offer security orientation to newly assigned IOM staff at the location by conducting security briefings as required.
- In coordination with the FSO, implement IOM Mali's security measures, verify that access control procedures are effective, and propose any necessary improvements by evaluating and enhancing security protocols.
- Conduct investigations and incidents affecting IOM personnel, premises, and assets and participate in investigative processes and follow-ups.
- Maintain liaison with commercial companies used for UN security offices and residences to ensure the efficient and effective use of guard services by facilitating communication and coordination.

1. *Required Qualifications and*

EDUCATION

- University degree in security, social sciences, international relations, communications, or a related field from accredited academic institutions, with two years of relevant professional experience.

EXPERIENCE

- Relevant professional experience in the humanitarian, public, private, or corporate sector is desirable;
- Experience in areas such as security programs, security for humanitarian access in the concerned country, risk assessment, or risk analysis is desirable;
- Experience in operational security risk management, investigations, or physical security is desirable;
- Experience in using radio communications is desirable;
- Completion of the UNDSS Field Security Associate (FSA)

SKILLS

- Knowledge of risk assessment and analysis techniques
- Effective use of communication and coordination tools
- Knowledge in training and capacity building in security protocols

SECTION 5

Languages

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

REQUIRED

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

DESIRABLE

Working knowledge in Bambara, Arabic.

SECTION 6

Competencies^[2]

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: 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.

Other

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

Appointment will be subject to certification that the candidate is medically fit for appointment. All applicants must hold Malian nationality.

How to apply:

_____ Interested candidates are invited to submit their applications (CV and Cover letter) via email at iommaliapplications@iom.int, by March 14, 2024 at the latest, referring to this advertisement **VN- ML-04- 2024**.

Only shortlisted candidates will be contacted.

Posting period:

From 29.02.2024 to 14.02.2024

