

Job Description

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Job Details

Job Title Snr Reg Field Safety Adviser	Job ID 14794	
Location Tunis, Tunisia	Salary Grade P4	
Hardship Level A	Family Location Type Family	

Procedures and Eligibility

Before submitting an application, UNHCR staff members intending to apply to this Job Opening are requested to consult the Recruitment and Assignments Policy (RAP, UNHCR/HCP/2017/2 and the Recruitment and Assignments Administrative Instruction (RAAI), UNHCR/AI/2017/7 OF 15 August 2017.

Duties and Qualifications

Snr Regional Field Safety Adviser

ORGANIZATIONAL CONTEXT

The Senior Regional Field Safety Adviser supports, advises and monitors the management of security issues within the countries covered by the regional office. The incumbent acts as an adviser or representative of the Organization with local authorities, implementing partners, operational partners, governments, and other UN agencies on relevant issues at the working level. The incumbent has a responsibility to monitor, coach, guide and support staff within the given area of responsibility.

FUNCTIONAL STATEMENT

Accountability

- Operations within a region receive practical and well-reasoned security advice and support, helping ensure an appropriate level of safety for UNHCR's staff and operations and compliance with security guidelines and procedures.
- UNHCR benefits from effective and responsive support from host country law enforcement agencies and the UN Security Management System.
- Staff are aware of threats/risks and how to manage them, understand and comply with guidelines and procedures.
- Security management is efficient, well-coordinated and consistent with policies and procedures within the region.

Responsibility

- Advise and support the Representatives or Head of Office in managing staff safety and security of UNHCR staff, partners, operations, premises and refugees or persons of concern.
- Identify security-related priority needs and develop an annual workplan for addressing them.
- Conduct regular missions to countries in the region, providing security advice, training and coaching, including, inter alia, Security Risk Assessments, MOSS, operational plans and criticality assessments, beneficiary security issues and security-related administrative issues.
- Ensure that humanitarian and security objectives are reconciled in the region of responsibility, and that security measures are fully integrated into operational planning (including budgetary provisions) at the earliest stages of development.
- Provide regular and proactive analysis of the security environment in the region of responsibility, focusing on factors of risk with potential to impact UNHCR operations.
- Maintain continual liaison with UNDSS, Host Governments and other actors in the region to promote UN Security Management System policies and procedures, including UNHCR's Security Policy, in all UNHCR operations through regular inter-agency consultations, networking, mutual support, and information sharing.
- Participate in interagency working groups and other forums to ensure that system-wide policies and practices are sound and support UNHCR's needs.
- Intervene as required to resolve problems at an interagency level, gathering facts and harmonizing views where possible and rendering consistent and well-reasoned judgment.
- While on mission, provide training and coaching to staff and, as appropriate, partners aimed at developing skills to plan and conduct operations safely within the specific security environment.
- In coordination with Field Safety Section and the Global Learning Center, assist in the preparation and delivery of security training organized within the region.
- Assist in maximising the capacity of national field safety staff by helping with their recruitment and selection, providing coaching, mentoring, training and other forms of advice, and identifying their further training needs and assisting in their realization.
- Ensure that information-sharing networks are established with external partners including UNDSS, host governments, NGO and Implementing partners, and that regular feedback and analysis is provided to country managers.
- Provide security analysis and reports to UNHCR offices and the Field Safety Section at Headquarters according to established procedures.
- Monitor events and intervene when and where appropriate to ensure that strategic security-related goals are achieved.
- Coordinate with the relevant Bureau and the Field Safety Section to ensure cross-regional coherence in the design and implementation of security management procedures. Provide a link between country-based FSAs and FSS on strategic issues relevant to the region, and disseminate guidelines, policies and procedures and the monitor of their implementation in locations where FSAs are not present.
- Maintain linkages with the Staff Welfare Section, and the Medical Service, referring cases as required.
- Undertake other functions or responsibilities in the interest of UNHCR as appropriate and as delegated by the supervisor.

Authority

- Provide security-related advice, in written and oral form, to the manager and other staff
- Advise on, and upon approval, implement, needed mitigating measures.
- Participate in criticality assessments.
- Represent UNHCR in interagency working groups and forums.
- Undertake other functions as required.

ESSENTIAL MINIMUM QUALIFICATIONS AND PROFESSIONAL EXPERIENCE REQUIRED

- Graduate degree (equivalent of Master's) with a focus on security management and/or related disciplines (business administration, political/social science, international relations) plus minimum 8 years of previous work experience relevant to the function, including 5 years security risk management in an international capacity. Undergraduate degree (equivalent of a BA/BS) plus 9 years or Doctorate degree (equivalent of a PhD) plus 7 years of previous relevant work experience may also be accepted.
- Also relevant would be military or police academy degree (at Officer level) at the equivalent of a graduate (equivalent of Master's) degree specifically successful completion of the Command and General Staff at a recognized military staff college or police equivalent.
- Fluency in English and another relevant UN language, including strong drafting skills.

DESIRABLE QUALIFICATIONS & COMPETENCIES

- Excellent communication skills, written and oral
- Proven competences in security analysis
- Negotiating skills
- Organization management
- Proven training skills

Position Competencies

C001L3 - Accountability Level 3
 C002L3 - Teamwork & Collaboration Level 3
 C003L3 - Communication Level 3
 C004L3 - Commitment to Continuous Learning Level 3
 C005L3 - Client & Result Orientation Level 3
 C006L3 - Organizational Awareness Level 3
 M001L3 - Empowering and Building Trust Level 3
 M002L3 - Managing Performance Level 3
 M006L3 - Managing Resources Level 3
 M005L3 - Leadership Level 3
 M003L3 - Judgement and Decision Making Level 3
 M004L3 - Strategic Planning and Vision Level 3
 X007L3 - Political Awareness Level 3
 X001L3 - Analytical Thinking Level 3
 X008L3 - Stakeholder Management Level 3

DESIRABLE ATTRIBUTES

SRFSA will be reporting directly to the Representative in Tunis and technical reporting to the field safety section in Amman. SRFSA is expected to function independently and to be able to keep abreast of a number of issues related to his/her area of responsibility. The incumbent of this post is required to have very strong negotiation and networking skills, high sense of political awareness, analytical capabilities, and excellent understanding of the specific political context of the region. Education - Graduate (equivalent of Master's) degree with a focus on security management and/or related disciplines (business administration, political/social science, international relations). Also relevant would be military or police academy degree (at Officer level) at the equivalent of a graduate (equivalent of Master's) degree specifically successful completion of the Command and General Staff at a recognized military staff college or police equivalent. Minimum of 8 years (9 years with undergraduate (equivalent of BA/BS) degree) in previous relevant job experience including 5 years security risk management in an international capacity. Fluency in English, French and Arabic desirable, including strong drafting skills.

CURRENT SITUATION

The Middle East and North Africa (MENA) region has complex displacement crises and volatile security situation (Libya, Syria, Iraq, Yemen) as well as protracted and highly politically sensitive situations in North Africa (the most protracted refugee situations in MENA, Sahraoui refugees in Algeria; Malian refugees in Mauritania and CBM in Western Sahara). Furthermore, UNHCR offices across North Africa are impacted by increased mixed migration flows, protection-at-sea challenges and an upsurge in the number of asylum-seekers, as countries traditionally used for transit are increasingly the destination country (Libya, Egypt, Algeria, Morocco and Tunisia). The region has complex and restricted asylum systems. The SRFSA based in Tunis and while covers the MENA region, his/her priority and focus will be to provide support to the North African countries and the central Mediterranean situation, to offer security guidance to UNHCR staff and partners as well as ensure compliance within a larger context of aggravated threats to humanitarian actors, refugees and displaced persons. Large scale of movements and mixed migratory flows from Sub Saharan Africa and through the different North African countries are likely to continue (Libya, Algeria, Tunisia and Morocco). In Mauritania, the presence of over fifty-thousand Malian refugees in Mzbera camp (Bassikounou area) since late 2011 is doubtfully to decrease. In fact and since 1 December, the Representation has received some 1,600 persons which is a sensible increased compared to previous months with some days the arrival of over 100 persons. The SRFSA may be requested to conduct missions to the Middle-East, depending on the needs.

WORKING AND LIVING CONDITIONS

UNHCR Tunisia maintains the Representation office in Tunis and a field office in Zarsis. Tunisia is classified as a category A duty station with all staff members having access to basic services, including health facilities, international schools, banks, housing (both furnished and unfurnished apartments or houses with varying prices). The office is located in Berges due Lac 1, approximately 5 kms from the international airport, with proximity to a number of housing facilities, restaurants and shops nearby. The weather in Tunisia is generally warmer throughout the year compared to Europe. In summer, temperatures of about 40°C, with approximately about 5 days per year with temperatures of 45°C and more. Otherwise, it is 35-40°C, and temperatures may fall to 20-30°C in the evenings. Inland and in the south, however, high temperatures at 40-45°C may go on for weeks.

SECURITY CONSIDERATIONS

Algeria, a country that 10 years ago witnessed a bombing targeting the UN, continues to struggle with regular terrorist attacks in several parts of the country and leading to restrictive access of UNHCR and UN system to the entirety of the territory. UN and UNHCR are mainly restricted to work in Algiers and Tindouf, where over 100 000 Sahraouis are hosted, located in the Southwest of Algeria and over 1800 kms away from the capital and only accessible by plane and not road for security risks/terrorist threats. The complex crisis in Syria is also of concern, especially to Egypt, Jordan, Turkey, and Iraq. The current redeployment of jihadist fighters from Syria to Libya and other areas in North Africa and the Sahel, is expected to impact the security situation in these countries with two principal consequences: internal displacements by populations who flee both terrorist threats and national security responses, and aggravated threats to UN personnel operating in these countries, especially in the more remote areas. The ongoing crisis in Yemen, with internal divisions exacerbated by intervention from external actors, has resulted in a great need for security support to UNHCR personnel and to the POCs they serve. Solutions to enable access to POCs in war-torn areas are constantly in demand. The potential for spill over of the effects of the conflict to neighbouring countries is constant, especially for Saudi Arabia, which is subject to missile attacks from Yemen. The crisis has also affected a population of POCs from Somalia and Eritrea who have come under threat from the general effects of the armed conflict

ADDITIONAL FACTORS

Excellent communication skills, written and oral. Proven competences in security analysis, Negotiating skills, Organization management, Proven training skills, ability to demonstrate on-the-job coaching and mentoring of national staff;

Closing Date

Please note that the closing date for all vacancies in the Add.2 to the September 2017 Compendium is Monday 12 February (midnight Geneva time).

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