Job opportunity

Title: Security Officer, RAISE 4 SAHEL
Location: Yaounde - Cameroon
Type: Contract
Reports to: Logistic Lead and Program Manager

A. Background

The Sahel region faces significant security challenges, including armed conflict, terrorism, and organized crime. The successful delivery of vaccines in this region requires a dedicated Security Officer to ensure the safety and security of personnel, vaccine supplies, and distribution operations. This document outlines the Terms of Reference for the Security Officer position in the Sahel region.

B. Purpose

As a R4S implementation partner in Cameroon, the RAISE 4 SAHEL project operates in very hostile environments including conflict zones, urban areas and remote rural areas.

The Security Officer will be responsible for coordinating security measures and providing guidance to ensure the safe and secure delivery of vaccines in the Sahel region. The primary goal is to minimize risks, protect personnel, and safeguard vaccine supplies throughout the entire delivery process.

Ensuring the safety of staff and visitors when they travel and work in these fragile environments is crucial. As such, the Security Officer will be charged with planning, implementing and ensuring the effectiveness of security risk management policies that binds RAISE 4 ZDC staff, contractors, facilities, equipment, partners and all its operations. The Security Officer will work in partnership with specific security agencies in the nation to provide security risk management support to in-country regional teams on a daily basis through strategic planning, communication, security system monitoring and evaluation, in the context of preparedness, emergency planning, hazard prevention and intervention throughout the duration of the contract.

C. Duties & Responsibilities:

1. Security Risk Assessment: Conduct a comprehensive security risk assessment in collaboration with relevant stakeholders to identify potential threats, vulnerabilities, and risk areas associated with vaccine delivery.
2. Security Planning and Coordination: Develop and implement a security plan for vaccine delivery, ensuring it aligns with national and international security standards. Coordinate security efforts with relevant government agencies, local authorities, and other stakeholders involved in vaccine distribution.
3. Security Measures Implementation: Implement appropriate security measures to mitigate identified risks, such as establishing secure transportation routes, securing storage facilities, and implementing access control systems. Monitor and evaluate the effectiveness of security measures and make necessary adjustments as required.
4. Security Training and Awareness: Organize and conduct security-training sessions for personnel involved in vaccine delivery, emphasizing situational awareness, personal security, and response protocols. Foster a culture of security awareness and ensure all staff are informed about potential risks and mitigation strategies.
5. Incident Management: Develop and maintain an incident management plan, outlining procedures to be followed in the event of security incidents or breaches. Coordinate with relevant authorities, local security forces, and emergency response agencies to address incidents promptly and effectively.
7. Liaison with security stakeholders to secure and ensure a safe implementation of project activities.
8. Engage in-country regional security staff to develop security risk management capacities around operations in accordance with RAISE 4 ZDC in SAHEL - Cameroon safety and security policies.
9. Oversee the implementation of security risk management policies and ensure the proper functioning of security structures and systems to ensure the safety of RAISE 4 ZDC staff, contractors, facilities, equipment, partners and all its operations.
10. Conduct regular assessments of RAISE 4 ZDC risk management framework in each region to ensure potency. Prepare and present improvement proposals to security structures, systems and policies to reflect any emerging security trends.
11. Facilitate communication among in-country regional team members to enhance the understanding of security management policies, procedures and critical incident situations, levels, mitigation and intervention plans.
12. Continuously scan security communities and build networks and security focal points that are relevant to meeting the critical security needs of the RAISE 4 ZDC in SAHEL - Cameroon.
13. Build dashboards to timely disseminate regular security updates and analysis for each area with stakeholders.
14. Develop tools to facilitate subject tracking, incident and progress reporting as well as compliance monitoring.
15. Foster proactive security planning and response strategies by forecasting and investigating potential vulnerabilities, and performing risk analyses for each threat before they surface.
16. Establish in-country regional security best practices and other requirements.
17. Assist the overall program in realizing better efficiency, performance and accountability in the implementation of its security policy.

D. Core Competencies (For Staff without Supervisory Responsibilities)
- Demonstrates Self Awareness and Ethical Awareness (1)
- Works Collaboratively with others (1)
- Builds and Maintains Partnerships (1)
- Innovates and Embraces Change (1)
- Thinks and Acts Strategically (1)
- Drive to achieve impactful results (1)
- Manages ambiguity and complexity (1)

E. Requirements:
- Bachelor’s degree
- Minimum training on Security and safety
- Experience working in a developing country context.
- Excellent communication and interpersonal skills, with the ability to build and maintain effective relationships with a range of stakeholders.
- Strong analytical and problem-solving skills.
- Ability to work independently and manage multiple tasks and priorities.
- Fluent in English and French.
- Good mastering of Cameroon Security context
- Knowledge of relevant regulations and standards related to vaccine and medical supply storage, transportation, and distribution.

F. Qualifications and Experience
The ideal candidate for the Security Officer position should possess the following qualifications and experience:

a) Education and Training:
   - A bachelor's degree in security management, international relations, or a related field is preferred.
   - Additional certifications or training in security risk management, crisis management, or relevant areas would be advantageous.

b) Security Experience:
   - At least five years of experience in security management, preferably in high-risk or conflict-affected areas.
   - Prior experience in coordinating security operations for humanitarian or public health programs, including vaccine delivery, is highly desirable.

c) Knowledge and Skills:
   - In-depth understanding of security risk management principles, techniques, and best practices.
   - Familiarity with the security context and challenges in the Sahel region.
   - Strong analytical and problem-solving skills to assess risks and develop effective security strategies.
   - Excellent communication and interpersonal skills to liaise with diverse stakeholders.
   - Proficiency in English (both written and spoken). Knowledge of local languages would be an asset.

Qualified and interested candidates should submit their applications to the RAISE for Sahel Project Secretariat at fnfrinella4@gmail.com on later than 30th of June 2023. Candidates should provide the following documents:

- The letter of Intent addressed to the RAISE for Sahel Country Secretariat Director;
- Detailed Curriculum Vitae and
- Certificates

Prof. Tih Pius Muffih, MPH, PhD
Country Secretary Director, RAISE 4 Sahel