

Posting Title : DEPUTY CHIEF SECURITY OFFICER, P4  
Job Code Title : DEPUTY CHIEF SECURITY OFFICER  
Department/ Office : United Nations Multidimensional Integrated Stabilization Mission in Mali  
Location : BAMAKO  
Posting Period : 3 August 2021-1 September 2021  
Job Opening number : 21-SEC-MINUSMA-161041-R-BAMAKO (M)  
Staffing Exercise : N/A

---

United Nations Core Values: Integrity, Professionalism, Respect for Diversity

---

### **Org .Setting And Reporting**

This position is located in the United Nations Multidimensional Integrated Stabilization Mission in Mali (MINUSMA); Bamako. The Security Coordination Officer at P-4 level will perform as Deputy Chief Security Officer in charge of operations; under the direction of the Principal Security Adviser (PSA).

### **Responsibilities**

Within delegated authority, the Deputy Chief Security Officer will be responsible for the following duties:

#### **Operations**

- Assists in leading, supervising and managing the Mission Security Section.
- Monitors and evaluates office physical security measures, such as barriers, issuance of identity cards, background checks, and entry controls, as appropriate, for normal or emergency conditions.
- Evaluates effectiveness of prevailing fire safety measures in effect in assigned areas of responsibility, including fire prevention devices, fire-fighting equipment, and evacuation plans.
- Determines need for and provides training and advice to UN staff and dependents on residential security measures such as window guards, alarm systems and locks to prevent burglar intrusions.
- Ensures availability of emergency communications by making periodic checks to determine if system is functioning properly. Arranges for necessary repairs or adjustments.
- Establishes procedures for and supervises investigations and reporting of accidents involving UN vehicles and investigation of security-related incidents involving UN staff members,

project personnel or eligible dependents.

- Assumes responsibility for guard force management, as assigned.
- Arranges protection detail for senior personnel or visiting VIP's as necessary.
- Conducts and supervises security training in such subjects as the security management system, responsibilities of Area Coordinators and Wardens and personal security awareness.

#### Advisory and Coordination

- Assists in providing advice to the Head of Mission on all security-related matters and participate in discussions and development of security policies and procedures.
- Establishes lines of communication with security focal points and all other agencies involved in peacekeeping and other missions to ensure maximum security coordination.
- Establishes and maintains dialog with local security authorities and international institutions for coordination of efforts in the event of natural disasters.

#### Planning

- Assists in reviewing and monitoring activities related to security risk management including the preparation of security risk assessments and the development of risk mitigation measures.
- Reviews and monitors activities related to preparation of security plans for the mission, a designated country, or geographic area, including all aspects related to elaboration, development and updating of the plan and, if necessary, its implementation.
- Serves as member of the mission Security Management Team, contributing to planning, implementation and evaluation of effectiveness of security plans and other aspects of security operations.
- Plans for air, land and sea evacuation capability to be used in emergencies, ensuring availability of aircraft, vessels, railways, vehicles, fuel supply, assessable roads, ports and airfields.
- Performs other duties, as assigned.

#### Competencies

Professionalism: Excellent knowledge of security management, combined with solid background of military, police or security specialization; Knowledge, understanding and ability to manage security challenges in post-conflict environment; Capability to appropriately manage multiple and diverse security units; Shows pride in work and in achievements; Demonstrates professional competence and mastery of subject matter; Is conscientious and efficient in meeting commitments, observing deadlines and achieving results; Is motivated by professional rather than personal concerns; Shows persistence when faced with difficult problems or challenges; Remains calm in stressful situations; always acts ethically and with integrity.

Communication: Speaks and writes clearly and effectively; Listens to others, correctly interprets messages from others and responds appropriately; Asks questions to clarify, and exhibits interest in having two-way communication; Tailors language, tone, style, and format to match the audience; Demonstrates openness in sharing information and keeping people

informed.

**Planning & Organizing:** Develops clear goals that are consistent with agreed strategies; Identifies priority activities and assignments; adjusts priorities as required; Allocates appropriate amount of time and resources for completing work; Foresees risks and allows for contingencies when planning; Monitors and adjusts plans and actions as necessary; Uses time efficiently.

**Judgment and Decision-making:** Ability to make quick decisions in emergencies or when rapid response is required; Identifies the key issues in a complex situation, and comes to the heart of the problem quickly; Gathers relevant information before making a decision; Considers positive and negative impact on others and on the Organization; Proposes a course of action or makes a recommendation based on all available information; Checks assumptions against facts; Determines that the actions proposed will satisfy the expressed and underlying needs for the decision; Makes tough decisions when necessary.

**Teamwork:** Works collaboratively with colleagues to achieve organizational goals; Solicits input by genuinely valuing others' ideas and expertise; is willing to learn from others; Places team agenda before personal agenda; Builds consensus for task purpose and direction with team members; Supports and acts in accordance with final group decisions, even when such decisions do not entirely reflect own position; Shares credit for team accomplishments and accepts joint responsibility for team shortcomings.

## **Education**

Advanced university degree (Master's degree or equivalent) in security management, business administration, political/social science, psychology, international relations or a related field. A first-level university degree in combination with two years of qualifying experience may be accepted in lieu of the advanced university degree. A first-level university degree may be substituted with a diploma from a police or military education institution, college or academy obtained over a minimum of a three-year period.

## **Work Experience**

A minimum of seven (7) years of progressively responsible experience in security, risk or disaster or emergency management in the public or private service areas, such as national security, military or police, or in a corporate environment is required. International experience in a complex environment or similar is required.

## **Languages**

English and French are the working languages of the United Nations Secretariat. For this position, fluency in English language is required. Working knowledge of French is desirable.

## **Assessment**

Evaluation of qualified candidates may include an assessment exercise which may be followed by competency-based interview.

## **Special Notice**

The appointment or assignment and renewal thereof are subject to the availability of the post or funds, budgetary approval or extension of the mandate.

## **United Nations Considerations**

According to article 101, paragraph 3, of the Charter of the United Nations, the paramount consideration in the employment of the staff is the necessity of securing the highest standards of efficiency, competence, and integrity. Candidates will not be considered for employment with the United Nations if they have committed violations of international human rights law, violations of international humanitarian law, sexual exploitation, sexual abuse, or sexual harassment, or if there are reasonable grounds to believe that they have been involved in the commission of any of these acts. The term "sexual exploitation" means any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another. The term "sexual abuse" means the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions. The term "sexual harassment" means any unwelcome conduct of a sexual nature that might reasonably be expected or be perceived to cause offence or humiliation, when such conduct interferes with work, is made a condition of employment or creates an intimidating, hostile or offensive work environment, and when the gravity of the conduct warrants the termination of the perpetrator's working relationship. Candidates who have committed crimes other than minor traffic offences may not be considered for employment.

Due regard will be paid to the importance of recruiting the staff on as wide a geographical basis as possible. The United Nations places no restrictions on the eligibility of men and women to participate in any capacity and under conditions of equality in its principal and subsidiary organs. The United Nations Secretariat is a non-smoking environment.

The paramount consideration in the appointment, transfer, or promotion of staff shall be the necessity of securing the highest standards of efficiency, competence, and integrity. By accepting an offer of appointment, United Nations staff members are subject to the authority of the Secretary-General and assignment by him or her to any activities or offices of the United Nations in accordance with staff regulation 1.2 (c). In this context, all internationally recruited staff members shall be required to move periodically to discharge new functions within or across duty stations under conditions established by the Secretary-General.

Applicants are urged to follow carefully all instructions available in the online recruitment platform, *inspira*. For more detailed guidance, applicants may refer to the Manual for the Applicant, which can be accessed by clicking on "Manuals" hyper-link on the upper right side of the *inspira* account-holder homepage.

The evaluation of applicants will be conducted on the basis of the information submitted in the application according to the evaluation criteria of the job opening and the applicable internal legislations of the United Nations including the Charter of the United Nations, resolutions of the General Assembly, the Staff Regulations and Rules, administrative issuances and guidelines. Applicants must provide complete and accurate information

pertaining to their personal profile and qualifications according to the instructions provided in inspira to be considered for the current job opening. No amendment, addition, deletion, revision or modification shall be made to applications that have been submitted. Candidates under serious consideration for selection will be subject to reference checks to verify the information provided in the application.

Job openings advertised on the Careers Portal will be removed at 11:59 p.m. (New York time) on the deadline date.

**No Fee**

THE UNITED NATIONS DOES NOT CHARGE A FEE AT ANY STAGE OF THE RECRUITMENT PROCESS (APPLICATION, INTERVIEW MEETING, PROCESSING, OR TRAINING). THE UNITED NATIONS DOES NOT CONCERN ITSELF WITH INFORMATION ON APPLICANTS' BANK ACCOUNTS.