



GLOBAL SECURITY ADVISOR (Barcelona)

Ref. 100/17-18



OXFAM
Intermón

Oxfam Intermón is the global development organization, which mobilizes the power in people against poverty and has the power to change lives. We are an activist organization fighting injustice, poverty and inequality and working on the causes of problems.

WE CHANGES LIVES THAT CHANGE LIVES.

Would you like to be part of this chain of change?

Security Management is a line responsibility within Oxfam and due to the Oxfam 2020 change process, the line management of Security Management will shift to Oxfam International once Country Charters are signed and the Security Handover criteria are met. Gradually, security management responsibility will shift from Executing Affiliates to OI during 2017-18, following an assessment region by region and country by country.

A new 2020 Security Management structure has been designed and it includes

- Security advisory capacity in key countries (and focal points in all countries),
- New Regional Security Advisor positions in the core of the Regional Platforms to support countries and the OI RD,
- A new Global Security Team which will support regional and global levels (including OI Secretariat and affiliates) – The GST can also eventually support complex countries.

The Global Security Team is set up as a Shared Service, in which some affiliates contribute their existing Security resources to be pooled under one team, line managed by the OI Program Director through a Team Leader and will consist of Global Security Advisors and the existing Security HSPs from the GHT.

The new 2020 Security model separates regular security management (handed over to OI) from eventual Security Crises Management, which will remain under the responsibility of those affiliates employing the staff member(s) affected by the crises. The model envisages that when the employing affiliate sets up a Crises Management Team, any affiliate can request the members of GST to contribute to the CMT and become temporary advisors to that affiliate.

Global Security Team Purpose

To provide security expertise to affiliates, OI Secretariat, countries and regions; to design and implement policies and standards; to provide crisis management expertise. Leading in monitoring of security/crisis incidents and also monitoring compliance with policies and standards and Information Management. Lead role in networking and Learning and Development in security management, working closely with the L&OD Shared Service and the HR Shared Service teams. External networking and representation of Oxfam in global networks and platforms.

The Global Security Shared service is structured as a team of 5-6 people comprising:

- Team Leader (1) – new OI role funded from OI Secretariat budget
- Global Security Advisors – 4 new roles contributed by Affiliates from their existing capacity
- A dotted line to the Security HSPs who already sit in the GHT seconded by affiliates.

Key functions

Job Purpose

- Give strategic input and support to the OI Program Director and OIS Chief Operating Officer on Security Management for OIS staff
- Support the OI line managers in their strategic security role
- Provide security and crisis management support to affiliates, regional teams and key countries
- To ensure networking and representation of Oxfam externally.

Key Responsibilities and Accountabilities:

1. Security and Crisis Management Support to affiliates, OIS, countries and regions (70% of time)

- Provide operational and strategic support on security and crisis management where needed and/or requested
- Provide operational and strategic expertise in the Crisis Management Team of OIS or Affiliates as requested.
- Design and implement policies and standards, and monitor its compliance and Information management
- Responsible for monitoring compliance to policies and standards on country, regional and global levels within the Confederation, and take a pro-active role in providing advice and guidance where needed
- Improve general organizational awareness of security risk and security management; in particular within OI Secretariat as this is a new mandate for the organization
- Lead on a right balance between security appetite and security capacity
- Matrix management of some (allocated) Regional Security Advisors
- Have a coordinating role in the recruitment of Security Staff in general and where requested contribute actively to the recruitment of other Security staff or Security Focal Points
- Support country SA's, SO's and SFP's in Security management where needed

2. Networking and representation (20 % of time)

- Represent Oxfam in external Global Security networks
- Maintain good information and working relations with internal stakeholders, like GHT, HR Shared Services etc, to align policies, share information and contribute where possible to their work and policies.
- Lead role in networking and Learning and Development in security management, working closely with the L&OD Shared Service and the HR Shared Service teams.

3. Strategic Development (10 % of time)

- Provide strategic input to OI PD, OI COO and Affiliates on security and crisis management development
- Stay abreast of changing organizational and external situational circumstances, which may impact the wider organization and proactively develop suggestions for addressing them and/or incorporating relevant information into Oxfam's ideas and approaches.
- Contribute to OI Security Strategy Development in his/her areas of expertise
- Contribute to the design (or re-design) and safeguard Security Policies and Standards

What are we looking for?

Essential

- University diploma in Security Management or a relevant field// alternatively relevant extensive experience

- Extensive working knowledge (between 7-10 years) of security and crisis management in different setting (country, region and global levels)
- Non-profit: experience of Security in a INGO
- International: experience of Security Management in a large complex, multi-cultural organization
- Experience with developing a network and building a joined culture
- Work experience in designing, implementing and security and crisis management policies and standards
- Confirmed experience in designing security trainings including self-learning modules
- Commitment to Oxfam's overall aims and policies
- Experience of including gender in security policy and policy implementation
- Ability to make themselves accountable for making decisions, managing resources efficiently, achieving and role modelling Oxfam values.
- Future orientated, thinks strategically and on a global scale
- Strong priority setting abilities in stressful situation
- Approachable, good listener, easy to talk to; builds and maintains effective relationships with colleagues, Members and external partners and supporters
- Develops and encourages new and innovative solutions
- Fluent level in English and French, Medium Spanish (written and oral communication)
- Strong influencing and negotiating skills
- Very well developed communication and interpersonal skills
- Sensitive to cultural differences and ability to be productive in any setting
- Demonstrable ability to advise and support staff from distance and in a consultative manner
- Must be able to travel internationally (6 to 8 weeks per year).

Desirable

- Depending on the task divisions; Arabic,...
- Knowledge of some Oxfam regions/countries in terms of its political, economic and social trends plus a good understanding of the key development and humanitarian issues in the region.

Conditions

- 12 months labor contract, renewable to open-ended
- Annual gross salary, according to Oxfam Intermon salary scale
- Internal job grade: C
- Location: Barcelona (OES), Other Oxfam office locations may be considered, travel from 6 to 8 weeks per year
- Starting date: March 5th, 2018.

How to apply?

If interested, please send your application to the follow address: seleccion@oxfamintermon.org with the subject title **Global Security Advisor** and the post reference 100/17-18.

The closing date for applications is on February 12, 2018. Oxfam Intermón reserves the right to change this date, if considered necessary. Only short-listed candidates will be contacted.

Oxfam Intermón is committed to the principle of equity, diversity and inclusiveness.