

Field Security Adviser Profile

Various Locations

Grade: Mid (P3) and Senior (P4) Level Positions

The United Nations High Commissioner for Refugees (UNHCR) is mandated to lead and coordinate international action to protect and assist refugees and other persons of concern. It is constantly seeking talented, compassionate candidates with high-integrity to strengthen its capacity to respond urgently to crises with the right skills. Given the nature of UNHCR's work, it is essential that its workforce has the right mix of skills and qualities to fulfil its mandate.

The Field Security Adviser takes on the role of leading, coordinating and providing appropriate guidance related to security management within an office. The incumbent maintains contact with other UN agencies, NGOs, implementing partners, government partners in the area to facilitate the operation.

Responsibilities include:

- Country operations receive practical and well-reasoned security advice and support toward helping ensure an appropriate level of safety for UNHCR's staff and operations and compliance with security guidelines and procedures.
- Advise and support the Representative or Head of Office in managing staff safety and security of UNHCR staff, partners, operations, premises and refugees or persons of concern.
- Undertake periodic security assessments in close co-operation with UNHCR senior staff members and interagency partners, analysing security factors and levels of risk related to UNHCR activities and programmes.
- Assist in ensuring compliance with Security Risk management processes.
- Assist in the development of/develop plans for evacuation, medical evacuation and other contingencies.
- As a member of a multi-functional team, contribute to efforts to ensure the physical protection and security of refugees and other persons of concern by providing security assessments, analysis and advice in developing and implementing effective strategies which underpin the responsibilities of the host state.
- Participate in and support activities to advice on programme criticality assessment process.
- Develop and maintain relationships with security related actors, including host government, law enforcement authorities and other stakeholders to ensure effective information sharing, provide regular feedback and analysis to country managers.

- Prepare periodic analytical reports on security in accordance with UN and UNHCR standard operating procedures.
- Provide training, advice and country-relevant security briefings to staff and partners.

Minimum Qualifications and Professional Experience Required:

For positions at the P3 level

- Education: 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).
- Job experience: Minimum 5 years of relevant (international) job experience with graduate degree (equivalent of a Master's), 6 years with undergraduate degree (equivalent of a BA/BS).
- Languages: Proficiency in English is required.

For positions at the P4 level

- Education: 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).
- Job experience: Minimum 8 years of relevant (international) job experience with graduate degree (equivalent of a Master's), 9 years with undergraduate degree (equivalent of a BA/BS).
- Languages: Proficiency in English and knowledge of a second UN language (Arabic/Chinese/French/Russian/Spanish) at B2¹ is required.

To apply, please visit: [International vacancies](#).

The UNHCR workforce consists of many diverse nationalities, cultures, languages and opinions. UNHCR seeks to sustain and strengthen this diversity to ensure equal opportunities as well as an inclusive working environment for its entire workforce. Applications are encouraged from all qualified candidates without distinction on grounds of race, colour, sex, national origin, age, religion, disability, sexual orientation and gender identity.

¹ See <http://europass.cedefop.europa.eu/resources/european-language-levels-cefr>, the Common European Framework of Reference for Languages (CEFR).