UNITED NATIONS CHILDREN'S FUND
GENERIC JOB PROFILE

I. Post Information

Job Title:	Regional Security Advisor	**Job Level:**	P5
Supervisor Title/Level:	Regional Director	**Job Profile No.:**	
Organizational Unit:	Office of the Regional Director	**CCOG Code:**	
Post Location:	Senegal, Dakar	**Functional Code:**	
		Job Classification Level:	P5

II. Organizational Context and Purpose for the job

The fundamental mission of UNICEF is to promote the rights of every child, everywhere, in everything the organization does - in programmes, in advocacy and in operations. The equity strategy, emphasizing the most disadvantaged and excluded children and families, translates this commitment to children's rights into action. For UNICEF, equity means that all children have an opportunity to survive, develop and reach their full potential, without discrimination. To the degree that any child has an unequal chance in life - in its social, political, economic, civic and cultural dimensions - her or his rights are violated. There is growing evidence that investing in the health, education and protection of a society's most disadvantaged citizens - addressing inequity - not only will give all children the opportunity to fulfil their potential but also will lead to sustained growth and stability of countries. This is why the focus on equity is so vital. It accelerates progress towards realizing the human rights of all children, which is the universal mandate of UNICEF, as outlined by the Convention on the Rights of the Child, while also supporting the equitable development of nations.

Job organizational context

This is a Regional Office post in the West & Central Africa Region based in Dakar, Senegal, with frequent travel to the 24 UNICEF Country Offices (COs) in the West and Central Africa region, including countries in emergency.

Purpose for the job

Under the overall supervision of the Regional Director, the Regional Security Advisor will be responsible for assisting in the strategic management of regional security operations and for providing guidance and assistance to the Regional Director and CO Representatives on all elements of their respective responsibilities in accordance with the UN/UNICEF Framework of Accountability. The Regional Security Advisor will be responsible for coordinating a cohesive approach to security throughout the region, providing technical support to Country Offices, and exercising regional oversight on behalf of the Regional Director of the WCA Region. The incumbent will liaise closely with UNDSS representation in the various countries.

III. Key functions, accountabilities and related duties/tasks

Specifically, the Regional Security Advisor is responsible for performing the following key functions:

- Security Coordination
- Security Risk Management and Analysis
- Security Planning
- Crisis Management
- Compliance Monitoring
- Security Training

1. Security Coordination

- Provide advice and assistance to the Regional Director, Senior Management and CO Representatives on all aspects of security coordination throughout the region.
- Monitor developments in the WCA region related to the safety and security of UNICEF personnel and programme delivery, and update the Regional Director accordingly.
- Advise the Regional Director and Senior Management on steps needed regarding the multi-country or regional geo-security environment and key political dynamics that have the potential to affect programme delivery.
- Provide feedback to CO Representatives on security aspects of situation reports and other relevant programme documents, and on the potential impact on the safety and security of UNICEF personnel and programme delivery.
- Update the UNICEF Principal Security Coordinator (PSC), through OPSCEN, on security and political developments in the region. Inform the PSC directly if a situation requires immediate attention by New York Headquarters.
- Participate in the selection of security staff in accordance with the Framework of Accountability for security services. Provide guidance on training requirements.
- Advise CO Representatives, Heads of Offices and Operations Officers who have direct oversight of security personnel.
- Assist the Regional Director and CO Representatives in determining the financial and human resources required to ensure the safety and security of personnel, premises and programme delivery.

2. Security Risk Management and Analysis

- Proactively monitor situations and events in the West and Central Africa Region, and gather and analyze information to identify emerging trends and provide early warning of potential threats that may affect the safety and security of UNICEF staff, premises and assets, and impact programme delivery.
- Work closely with key Regional Advisors and other key networks within the region and globally to sustain and strengthen internal security risk management and analysis processes.

3. Security Planning

- Monitor situations and events in the Region and gather and analyze information to identify emerging trends and provide early warning of any potential situation that may affect the safety and security of UNICEF staff, premises and assets throughout the Region and may also impact programme delivery.

4. Crisis Management

- Immediately inform the WCAR Regional Director and Senior Management staff of any significant security incident.
- Advise the Regional Director and CO Representatives on security planning, emergency/crisis preparedness, and compliance with existing security regulations.
- As needed, provide operational assistance and background contributions to HQ/DSS-coordinated management of any security incident involving UNICEF staff.

5. Compliance Monitoring

- Monitor Country Office compliance with, and periodic exercise of, security procedures, protocols and guidelines, including MOSS compliance, building evacuation plans, the warden system, security awareness and briefings, fire safety, and communication plans.
- Review proposed country MOSS requirements, security local cost-shared budgets (CSB), and Security Management Team (SMT) minutes, and provide advice when warranted.

6. Training

- Provide briefings and presentations to UNICEF senior managers with security responsibilities on current and new UN security policies, guidelines and tools.
- Identify technical support needs and provide training on security management for UNICEF staff in the region.
- Provide gender-sensitive security awareness training to UNICEF and implementing partner personnel.

IV. Impact of Results

Recommendations, based on policy guidelines and including alternative approaches to resolving security issues, are provided to HQ/RO on how to improve security conditions at UNICEF duty stations; the type of input to UN security planning and preparedness, as well as crisis management throughout the region; and how best to improve the security and safety environment for UNICEF personnel, premises, assets and programme delivery. Such recommendations will help Country Offices make decisions on how to better ensure the security of staff and their dependents.

V. Capabilities Required

[Not provided in the original Regional Security Advisor profile - to be completed]

VI. UNICEF values and competency Required (based on the updated Framework)	
Core Values • Commitment • Diversity and inclusion • Integrity **Core Competencies** • Communication (III) • Working with people (III) • Drive for results (III)	**Functional Competencies** • Coping with Pressure and Setbacks (III) • Analyzing (III) • Applying technical expertise (III) • Relating and networking (III) • Deciding and Initiating Action (II) • Formulating Strategies and Concepts (III)

VII. Recruitment Qualifications	
Education:	Advanced university degree in Social or Political Science, or a discipline related to Risk Management, International Relations, Conflict Analysis and Resolution, or equivalent formal training in security and risk management, such as military and/or police senior Command College.
Experience:	A minimum of 10 years of relevant professional work experience, with at least two years of field experience in the United Nations Security Management System (UNSMS), proven crisis management experience, and a strong background in political and security analysis, ideally in a regional context. Analysis/information capabilities from a police or military context would be considered an important asset. Experience working in crisis/humanitarian response locations while enabling programme delivery is an asset.
Language Requirements:	Fluency in English and French is required.

VIII. Child Safeguarding	
Is this role a representative, deputy representative, chief of field office, the most senior child protection role in the office, child safeguarding focal point, or investigator (OIAI)?:	[To be completed]
Is this post a direct contact role in which incumbents will be in contact with children either face-to-face, or by remote communication, but the communication will not be moderated and relayed by another person?:	[To be completed]
Is this post a child data role in which incumbent will be manipulating or transmitting personal-identifiable information on children such as names, national id, location data, or photos)?:	[To be completed]
The selected candidate for this position will be required to engage with vulnerable children:	[To be completed]