ROLE PROFILE: Senior Lead, Safety & Security - MENAEE and Global Training		Save the Children
Position Title:	Senior Lead, Safety & Security - MENAEE and Global Training	
Position ID:	599415129-copy	

Team	Global Safety & Security	Grade	P6
Reports To (Title)	Director, Global Safety & Security	Contract Length	Permanent
Location	MENAEE - Any existing SCI office location in the MENAEE Region	Time-zone	Europe, WCA, ESA, MENAEE Time Zones (UTC/GMT + / - 3 hours)
Languages	English, Arabic	Headcount	1

Team and Job Purpose

Team purpose

Provision of effective safety and security management, governance, policy, procedures and systems that minimises safety, and security risks to staff, programmes, assets and our reputation. Ensuring staff, volunteers and consultants have the right information, are capable, and current to respond and manage critical incidents, and crises, enabling the quality and impact of our programmes for children

Role purpose

To lead the development, implementation, and monitoring of comprehensive safety and security management frameworks across MENAEE Country and Response Offices, ensuring alignment with Save the Children's policies and standards. The Senior Lead, Safety & Security provides expert advice, risk assessments, and actionable information to support the safety and security of staff, programmes, assets, and the organisation's reputation, including during SCI declared emergencies. The role also acts as the Global Technical Lead for safety and security training, delivering inclusive and accessible training programs in alignment with global standards.

Principal Accountabilities

- Lead the development, implementation and monitoring of the provision of effective safety and security management governance, policy, procedures and systems that minimises safety, and security risks to staff, programmes, assets and reputation in all countries in MENAEE.
- Facilitates locally led Global Safety & Security (GSS) trainings, including HEAT and Health and Safety training, in alignment with Global Safety and Security standards, ensuring inclusivity and accessibility for all staff.
- Ensure the continuous development and internal quality assurance (IQA) of training curriculums and materials, achieving level 4 accreditation standards, to maintain high-quality and effective training programmes.
- Support the formulation and upkeep of health and safety plans and risk assessments for all training programmes and facilities within MENAEE, promoting a secure and compliant training environment in line with SCI's commitment to safety and inclusivity .
- Act as the Global Safety and Security Technical Lead for all training initiatives, encompassing Hostile Environment Awareness Training (HEAT) and Health and Safety, to elevate the proficiency and preparedness of staff.
- Manage the creation and maintenance of an annual Global Safety and Security training plan and calendar, collaborating with the Training Coordinator to ensure comprehensive and timely delivery of all training activities.
- Builds and supports the country offices, and global in a culture of Road Safety, including but not limited to, Road Safety awareness, campaigning, reporting and investigation. Help drive serious preventable RTAs down towards zero.

Budget

None

People Management Responsibility (direct/indirect reports)

Number of people managed in total: 1
Manager of a team: Yes
Team Manager (manager of multiple teams): No

Size of Remit

Global

Travel Requirements

International travel required: Yes

Percentage of required for travel: Up to 40%

Key Relationships

Internal (excluding direct team and manager)
- Country Office Safety and Security leads
- Country Directors
- IT and Data Security
- Supply Chain
- The Regional Director
- Risk
- Humanitairan and Ops
- Learning and Development

External
- UNDSS, INSO, INGOs Security teams, Global international Security Forum, Training acrrdotrs; QNUK and Skills4Justice. PMT&A our instructor trainer provider and quality assurance (Level 3 AET and level 4 IQA)

Competencies

Cluster: Leading
Competency: Leading and inspiring others
Level: Leading Edge
Behavioural Indicator: Inspires people to reach the highest standards of performance and to feel a sense of pride in belonging to the organisation.

Cluster: Leading
Competency: Developing self and others
Level: Leading Edge
Behavioural Indicator: Takes responsibility for helping to build organisational capabilities to meet current and future challenges.

Cluster: Thinking
Competency: Problem solving and decision making
Level: Leading Edge
Behavioural Indicator: Takes calculated risks and has the courage to stand by those decisions when appropriate despite resistance.

Cluster: Thinking
Competency: Innovating and adapting
Level: Accomplished
Behavioural Indicator: Demonstrates flexibility in following processes and procedures while remaining true to the organisation's values.

Cluster: Engaging
Competency: Working effectively with others
Level: Leading Edge
Behavioural Indicator: Creates an environment which promotes diversity and does not tolerate discrimination.

Cluster: Engaging
Competency: Communicating with impact
Level: Leading Edge
Behavioural Indicator: Delivers influential advice and briefings to internal and external audiences to build the call for action.

Experience and Skills

Essential Experience:
1. Considerable Experience in Safety and Security Management: Including substantial experience in conflict areas or volatile environments, particularly within the MENAEE region.
2. Proficient Experience in Training Design and Delivery: Proven track record in developing and delivering training programmes for diverse audiences.
3. Extensive Experience in Risk Management: Skill in conducting risk assessments, planning, and implementing risk mitigation strategies.
4. Capability and Knowledge:Save the Children are fully committed to be as locally led as possible, and global connected as necessary, therefore it is essential that the candidate is either from the region, or has significant experience in the region and is able, and willing to travel to high risk countries such as Occupied Palestinian Territories, (oPt) Yemen, Syria and Ukraine.

Skills:
5. Leadership and Management: Proven capability to lead, inspire, and manage a team while promoting accountability and ambition. able to drive a vision for safety and security through collaborative and inclusive leadership.
6. Safety and Security Management: Expertise in developing, implementing, and monitoring safety and security governance, policies, procedures, and systems for reducing risks to staff, programmes, assets, and reputation.
7. Risk Assessment: Advanced skills in conducting safety and security risk assessments and creating effective mitigation strategies.
8. Communication: Strong ability to communicate security protocols and procedures effectively to diverse groups, including management and staff.
9. Incident Response: Proven ability to lead and manage responses to security incidents, including immediate response and follow-up investigations.
10. Cultural Competency: Sensitivity to cultural contexts and commitment to equity, diversity, and inclusion in all safety and security practices.

Desirable
- Desirable: Training Certifications: Accreditation as a Hostile Environment Awareness Training (HEAT) instructor or relevant safety and security or health and safety training certifications.
- Training Development and Leadership: Proficiency in designing and delivering effective safety and security training, including HEAT and health and safety courses.
- Internal Quality Assurance: Strong background in ensuring continuous improvement and quality assurance in training curriculum and materials.

Education and Qualifications

Essential
- Bachelor's degree in a relevant field (e.g., Security Management, International Relations, Humanitarian Affairs, or related discipline). A Master's degree will be considered an asset.
- Excellent oral and written English is essential.
- Professional Certification: Certifications such as Certified Protection Professional (CPP), Certified Security Manager (CSM), or similar qualifications in safety and security management.

Desirable
- Qualification in Health and Safety such as NEBOSH or Sustainability and the Environment
- Compentency in Oral and Written Arabic

Safeguarding

We need to keep children and adults safe so our selection process includes rigorous background checks and reflects our commitment to the protection of children and adults from abuse.

Level 3: the post holder will have contact with children and/or young people either frequently (e.g. once a week or more) or intensively (e.g. four days in one month or more or overnight) because they work country programs; or are visiting country progra

Diversity, Equity and Inclusion and Equal Opportunities

Diversity, Equity and Inclusion is core to our vision, values and global strategy. Save the Children is committed to creating a truly diverse, equitable and inclusive organisation, and one which will support us in our vision to ensure every child attains the right to survival, protection, development, and participation.

We are committed to equal employment opportunities, regardless of gender, sexual orientation, race, colour, ethnic origin, nationality, disability, marital or civil partnership status, gender reassignment, pregnancy and maternity, caring or parental responsibilities, age, or beliefs and religion. We are committed to diversifying our staff to better represent the communities we serve and actively welcome underrepresented groups to apply.

Reasonable adjustments will be made should any candidate invited to interview require this.

Version Control and Approval

Version	Date	Author	Reviewer	Approver
1	8/14/2024	Pete Walsh		