


ROLE PROFILE: SENIOR LEAD, SAFETY & SECURITY - LAC AND GLOBAL ACCESS		 Save the Children
Position Title:	Senior Lead, Safety & Security - LAC and Global Access	
Position ID:	895678868-copy-copy	

Team	Global Safety & Security	Grade	P6
Reports To (Title)	Director, Global Safety & Security	Contract Length	Permanent
Location	LAC - Any existing SCI office location in the LAC Region	Time-zone	LAC Region Time Zones (UTC/GMT -3.5 hours or more)
Languages	English, Spanish	Headcount	1

Team and Job Purpose
<p>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</p> <p>Role purpose To lead the development, implementation and monitoring of comprehensive safety, and security management frameworks across LAC Country and Response Offices, ensuring alignment with Save the Children's policies and standards. The Senior Lead, Safety and 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 Humanitarian Access, collaborating closely with the Civ/Mil and Access Team in the One Humanitarian Team, to provide technical advice on Safety and Security Access, Negotiations, and Risks.</p>

Principal Accountabilities

- Leads the development, implementation, and monitoring of effective safety and security management governance, policy, procedures, and systems to minimise safety and security risks to staff, programmes, assets, and reputation in all countries in LAC.
- 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 LAC, promoting a secure and compliant training environment in line with SCI's commitment to safety and inclusivity .
- Acts as the GSS lead for Global Access. Collaborates with the Civ/Mil and Access Team within the Operating Humanitarian Team (OHT) to offer expert advice on safety and security, including access, negotiations, and risk assessments.
- Builds and maintains a comprehensive external network of safety and security access experts to leverage best practices, knowledge sharing, and collaborative solutions.
- Builds and supports the country offices, and global in a culture of Road Safety, including but not limited to, Road Ssfety awareness, campaigning, reporting and investigation. Help drive serious preventable RTIs 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
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Size of Remit

Global

Travel Requirements

International travel required: Yes

Percentage of required for travel: Up to 40%
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Key Relationships

Internal (excluding direct team and manager)

- Country Office Safety and Security leads
- Country Directors
- IT and Data Security
- Supply Chain
- Regional Director
- Risk
- Humanitarian and Ops
- Learning and Development

External

- UNDSS, INSO, INGOs Security teams, Global international Security Forum, Training accreditors; 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. Experience in managing safety and security in humanitarian or international development contexts, particularly within the LAC (Latin America and the Caribbean) region.
2. Proficient experience in leading and implementing security management systems and policies in high-risk environments.
3. Extensive experience in collaborating with humanitarian actors to provide expert advice on access negotiations and risk assessments.
4. Capability and Knowledge: Save the Children are fully committed to be as locally led as possible, and globally connected as necessary, therefore it is essential that the candidate is either from the region, or has vast experience in the region and is able, and willing to travelling to high risk countries such as Haiti, Columbia, El Salvador, and Venezuela.

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

- 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.

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.
- Excellence in Spanish and English language is essential.
- Professional Certification: Certifications such as Certified Protection Professional (CPP), Certified Security Manager (CSM), or similar qualifications in safety and security management.
- Training Certifications: Accreditation as a Hostile Environment Awareness Training (HEAT) instructor or relevant safety and security or health and safety training certifications.

Desirable

- Qualification in Health and Safety such as NEBOSH or Sustainability and the Environment
- Competency in oral and written French

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 programs; or because they are responsible for implementing the police checking/vetting process staff.

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		