Chief, Security and Safety, P-4

**DEADLINE FOR APPLICATIONS**: 18 February 2020  
**DATE OF ISSUANCE**: 05 February 2020  
**OFFICE**: Registry / Security and Safety Section  
**LOCATION**: The Hague  
**JOB OPENING NUMBER**: 2020/TJO/IRMCT/REG/SSS/130-P

Organizational setting and Reporting:
This position is located in the Registry, of the International Residual Mechanism for Criminal Tribunals (“Mechanism”). The incumbent will conduct work in relation to the Hague branch of the Mechanism. The incumbent reports directly to the Registrar.

Responsibilities:
Within delegated authority, the Chief, Security Section, may be responsible for the following duties:

- Manages and supervises the Security Section of the Hague branch, including personnel and scheduling issues; ensures that substantive work programmes and activities are carried out in a timely and correct fashion; carries out programmatic and administrative tasks necessary for the functioning of the Section, including monitoring performance parameters and critical indicators, preparation of inputs for results based budgeting, evaluation of staff performance; guides, develops and trains staff under his/her supervision.
- Advises the Registrar with regard to all security-related matters, and participates in discussions and development of policies and procedures for security operations.
- Provides technical support to the Registrar in his capacity of Designated Official for The Netherlands.
- Maintains lines of communication with UNDSS, security focal points, local authorities and all other agencies to ensure maximum security coordination, including in the event of emergency situations, in coordination with other Mechanism’s officers, as appropriate.
- Maintains continuing awareness of prevailing local security conditions, identifying probable threats and advising UN staff, relevant non-UN personnel, such as Judges and interns, and dependants to follow appropriate preventative steps.
- Reviews and monitors activities related to preparation of security plans for the Hague branch, including all aspects related to elaboration, development and updating of the plans and, if necessary, their implementation.
- Monitors and evaluates office physical security measures, such as barriers, issuance of identity cards, background checks, and entry controls, as appropriate, for normal or emergency conditions.
- Evaluates effectiveness of prevailing fire safety measures in effect, including fire prevention devices, fire-fighting equipment, and evacuation plans.
- Determines need for, and provides training and advice to UN staff, dependants and other relevant non-UN personnel on residential security measures such as window guards, alarm systems and locks to prevent burglar intrusions.
- Oversees availability of emergency communications by making periodic checks to determine if system is functioning properly. Arranges for necessary repairs or adjustments.
- Arranges protection detail for senior personnel or visiting VIPs as necessary.
- Oversees security operations at the Sarajevo Field Office.

Core Competencies:
- **Professionalism** - Expert knowledge of security management combined with solid background of military, police or other security specialization. Demonstrated knowledge of Threat and Risk and related counter-measures – to include threat assessment, risk assessment, risk management, security planning, crisis management, disaster recovery, and at least a general understanding of the Balkan conflict which is inherent to the Mechanism’s mandate. Ability to deal effectively with stress factor when encountered in security management. Ability to apply technical skills to understand and consolidate the varying specializations such as electronics, communications, mechanics, explosives and other sophisticated devices encountered in security system management. Shows pride in work and in achievements; demonstrates professional competence and mastery of subject matter; is conscientious and efficient in meeting commitments, observing deadlines and achieving results; is motivated by professional rather than personal concerns; shows persistence when faced with difficult problems or challenges; remains calm in stressful situations.
- **Accountability** – Takes ownership of all responsibilities and honours commitments. Delivers outputs for which one has responsibility within prescribed time, cost and quality standards. Operates in compliance with organisational regulations and rules. Supports subordinates, provides oversight and takes responsibility for delegated assignments. Takes personal responsibility for his/her own shortcomings and those of the work unit, where applicable.
- **Client Orientation** – Considers all those to whom services are provided to be “clients” and seeks to see things from clients’ point of view. Establishes and maintains productive partnerships with clients by gaining their trust and respect. Identifies clients’ needs and matches them to appropriate solutions. Monitors ongoing developments inside and outside the clients’
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environment to keep informed and anticipate problems. Keeps clients informed of progress or setbacks in projects. Meets timeline for delivery of products or services to client.

MANAGERIAL COMPETENCIES

- Leadership – Serves as a role model that other people want to follow. Empowers others to translate vision into results. Is proactive in developing strategies to accomplish objectives. Establishes and maintains relationships with a broad range of people to understand needs and gain support. Anticipates and resolves conflicts by pursuing mutually agreeable solutions. Drives for change and improvement; does not accept the status quo. Shows the courage to take unpopular stands. Provides leadership and takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.

- Judgement/Decision-making – Identifies the key issues in a complex situation, and comes to the heart of the problem quickly. Gathers relevant information before making a decision. Considers positive and negative impacts of decisions prior to making them. Takes decisions with an eye to the impact on others and on the Organisation. Proposes a course of action or makes a recommendation based on all available information. Checks assumptions against facts. Determines that the actions proposed will satisfy the expressed and underlying needs for the decision. Makes tough decisions when necessary.

QUALIFICATIONS

Education:
Advanced university degree (Master’s degree or equivalent) in security management, business administration, political/social science, psychology, international relations or a related field. A first level university degree in combination with two additional years of qualifying experience may be accepted in lieu of an advanced university degree.

Experience:
A minimum of seven (7) years of progressively responsible experience in military, police, security management, preferably in the police or military context or related area, which should include command and senior-level staff experience. Previous experience with domestic or international criminal courts is desirable.

Language:
English and French are the working languages of the Mechanism. For the post advertised, fluency in oral and written English is required. Knowledge of French is an advantage.

HOW TO APPLY:
1) Internal staff at the P-3 level who meet the requirements are eligible to apply.
2) Interested candidates must complete the UN Personal History Profile (PHP) form obtainable via personal Inspira accounts (in PDF format) or the IRMCT website. Please submit all documents including the PHP, a Cover Letter, and the last two e-PAS’s (for internal candidates) ELECTRONICALLY AS ONE DOCUMENT to the recruitmentR@un.org in-box. Please indicate the job opening number in the subject line.

3) Once received, a list of candidates who meet the requirements of the post will be sent to the supervisor, who will prepare a written comparative analysis of the candidates and recommend a candidate for the position.

4) Please note that only candidates under serious consideration will be notified of the final decision.

NOTE FOR PREVIOUSLY ROSTERED CANDIDATES
Roster candidates must express their interest and availability for published job openings by submitting an updated PHP and cover letter.

NOTE FOR EXTERNAL CANDIDATES:
1) External applicants must complete the UN Personal History Profile (PHP) form obtainable from the IRMCT website (www.irmct.org) or from your personal Inspira account and forward electronically to the recruitmentR@un.org in-box. Please indicate the job opening number in the subject line.

2) Once received, a list of candidates who meet the requirements of the post will be sent to the supervisor, who will prepare a written comparative analysis of the candidates and recommend a staff member for the position.

SPECIAL NOTICE:
The United Nations Secretariat is committed to achieving 50/50 gender balance in its staff. Female candidates are strongly encouraged to apply for this position.

The appointment is limited to the IRMCT. Extension of the appointment is subject to the extension of the mandate and/or the availability of funds. IRMCT is a smoke free environment.

PLEASE NOTE THAT APPLICATIONS RECEIVED AFTER THE DEADLINE AT MIDNIGHT (THE HAGUE TIME) ON THE CLOSING DATE WILL NOT BE ACCEPTED. ONLY THE SELECTED CANDIDATE WILL BE NOTIFIED OF THE OUTCOME.