

United Nations International Residual Mechanism for Criminal Tribunals

Deputy Chief, Safety and Security Section, FS-6

DEADLINE FOR APPLICATIONS	:	6 November 2020
DATE OF ISSUANCE	:	8 October 2020
OFFICE	:	Registry/Security and Safety Section
LOCATION	:	Arusha, Tanzania
JOB OPENING NUMBER	:	20-SEC-RMT-142331-R-ARUSHA (R)

United Nations Core Values: Integrity, Professionalism, Respect for Diversity

Organizational setting and Reporting:

This position is located in Security and Safety Section, Registry, of the IRMCT Arusha branch. Under the supervision of the Chief of Security and Safety Section, the incumbent will be responsible for the Security and Safety for the Arusha Branch of the IRMCT. The Deputy Chief reports to the Chief of Security and Safety Section on all security operations and administration as assigned.

Responsibilities:

Under the guidance of the Chief, the Deputy Chief has the following principal tasks:

- Contributes to the Chief of Security in the office management procedures and/or supervision of the armed Security Section, as needed;
- Oversees the daily operations of the Security Service buildings, courts, training and field operations work force;
- Strategizes and develops effective security and contingency plans for the security section and its operations;
- Conducts assessment of prevailing local security conditions, identifying security trends and advising UN personnel, project personnel and eligible dependents on security issues;
- Serves as a member of the Security Cell, implements and evaluates the security plan; assists in the supervision of evacuation exercises and recommends appropriate action;
- Determines accessible areas, maintains tracking systems and coordinates a 24-hour Emergency Response System;
- Monitors, conducts or coordinates security operations;
- Maintains continuing lines of communication with security focal points and other UN or non-UN stake holders;
- Ensures that fire prevention devices and firefighting equipment are available on the premises; Reviews fire evacuation plan and coordinates fire drills and training as necessary;
- Conducts physical security inspections of facilities;
- Assumes responsibility for security officer and guard force management; Monitors and evaluates office physical security measures, and conducts security surveys of installations and facilities; implements security arrangements;
- Provides advice and training to UN personnel and eligible dependents on security matters;
- Identifies the training needs of security and mission's staff;
- Supervises the investigation of security-related incidents involving UN personnel, project personnel or eligible dependents;
- Identifies gaps in existing capability and recommends amendment accordingly;
- Participates in the planning process of protective services for Senior UN Officials, as necessary;

Administrative:

- Assist the Chief of Security in the forecasting of all budgetary requirements and the administration of all financial matters pertaining to the Section and the operation of accounts devolved to the Section;
 - Selection, induction and training of all Security Officers. Ensures that personnel standards are maintained. Training activities, both external and in-house, cover a wide array of subjects and must match UNDSS standards;
 - Manages the performance management system for the security section;
 - Drafts Statements of Requirement and provides technical specifications for the procurement of section security equipment;
 - Inspects security equipment and ensures minimum equipment requirements are purchased, maintained and deployed;
 - Supervises the issuance of identity cards, background checks and entry controls, as appropriate;
 - Acts as Duty Officer within the Security Section;
 - Performs other duties as required. Work implies frequent interaction with the following: IRMCT leadership and other United Nations Officials; Security personnel operating in the mission's area of responsibility; Project Managers and other personnel; Host Government officials and local law enforcement personnel;
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United Nations International Residual Mechanism for Criminal Tribunals

Core Competencies:

- **Professionalism:** Expert knowledge of general field of security management, combined with a solid background in military, police, or other security specialisation. Demonstrable knowledge of Threat and Risk and related counter-measures – to include threat assessment, risk assessment, risk management, security planning, crisis management and disaster recovery, and at least a general understanding of the Rwandan and Balkan Conflicts which are inherent in the MICT Mandate. Technological and Administrative – particularly in relation to emerging technology and techniques in security management, monitoring, systems and equipment. Good technical and administrative skills to be able to liaise effectively with various other specialist departments such as ITSS, Facilities Management, Procurement, Finance, Budget and HRS. Commitment to implementing the goal of gender equality by ensuring the equal participation and full involvement of women and men in all aspects of work. 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. Demonstrates commitment to implementing the goal of gender equality by ensuring the equal participation and full involvement of women and men in all aspects of work.
- **Planning and Organising** – Develops clear goals that are consistent with agreed strategies. Identifies priority activities and assignments, adjusts priorities as required. Allocates appropriate amount of time and resources for completing work. Foresees risks and allows for contingencies when planning. Monitors and adjusts plans and actions as necessary. Uses time efficiently.
- **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.

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. Demonstrates knowledge of strategies and commitment to the goal of gender balance in staffing.
- **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:

High school diploma or equivalent technical or vocational certificate.

Work Experience:

A minimum of ten years with high school diploma or equivalent technical or vocational certificate (five years with a first-level university degree) of progressively responsible experience in the military, police or security management is required; of which, a minimum two years of experience in security operations centres or similar within a military, police or security organization is required; and at least one year experience and exposure at the international level environment is required. Desirable experience: security planning, operations, risk assessment, investigations, physical security, crisis management, hostage incident management, administration, logistics, and court security. Other: UNDSS certifications considered as asset: SCP, SAPP and HIM.

Languages:

English and French are the working languages of the Mechanism. For the post advertised, fluency in oral and written English is required. Working knowledge of French is desirable. Working knowledge of Kinyarwanda and / or Swahili is also desirable.

United Nations International Residual Mechanism for Criminal Tribunals

Assessment Method:

There may be a technical test followed by a competency-based interview.

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 International Residual Mechanism for Criminal Tribunals. Appointment of the successful candidate on this position will be limited to the initial funding of the post. Extension of the appointment is subject to the extension of the mandate and/or the availability of funds. As the international tribunals are not integrated in the Secretariat, UN Staff Members serve on assignment or secondment from their parent department/office if selected. Appointments of staff members in the United Nations are subject to the authority of the Secretary-General. Staff Members are expected to move periodically to new functions in accordance with established rules and procedures, and may in this context be reassigned by the Secretary-General throughout the Organization based on the changing needs and mandates.

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.

No Fee:

THE UNITED NATIONS DOES NOT CHARGE A FEE AT ANY STAGE OF THE RECRUITMENT PROCESS (APPLICATION, INTERVIEW MEETING, PROCESSING, TRAINING OR ANY OTHER FEES). THE UNITED NATIONS DOES NOT CONCERN ITSELF WITH INFORMATION ON BANK ACCOUNTS.

United Nations Considerations

Candidates will be required to meet the requirements of Article 101, paragraph 3, of the Charter as well as the requirements of the position. The United Nations is committed to the highest standards of efficiency, competence and integrity for all its human resources, including but not limited to respect for international human rights and humanitarian law. Candidates may be subject to screening against these standards, including but not limited to whether they have committed, or are alleged to have committed criminal offences and/or violations of international human rights law and international humanitarian law.

The United Nations shall place no restrictions on the eligibility of men and women to participate in any capacity and under conditions of equality in its principal and subsidiary organs. (Charter of the United Nations - Chapter 3, article 8). The United Nations Secretariat is a non-smoking environment.

Applicants are urged to follow carefully all instructions available in the online recruitment platform, inspira. For more detailed guidance, applicants may refer to the At-a-Glance on "The Application Process" and the Instructional Manual for the Applicants, which can be accessed by clicking on "Manuals" hyper-link on the upper right side of inspira account-holder homepage.

Applications are pre-screened by the system according to the published requirements of the job opening on the basis of the information provided in the application. In relation to the requirements of the job opening, applicants must provide complete and accurate information pertaining to their qualifications, including their education, work experience, and language skills. Each applicant must bear in mind that submission of incomplete or inaccurate applications may render that applicant ineligible for consideration for the job opening. Initial screening and evaluation of applications will be conducted on the basis of the information submitted. Applications cannot be amended following submission. Candidates under serious consideration for selection will be subject to a reference-checking process to verify the information provided in the application.

Job openings advertised on the Careers Portal will be removed at midnight (New York time) on the deadline date.

HOW TO APPLY:

All applications must be submitted through the UN Inspira portal. The Mechanism is not able to accept applications for this vacancy via email.

Internal applicants may go to <https://inspira.un.org>

External applicants may go to <https://careers.un.org>
