

Posting Title : Senior Security Inspector/Assistant Chief of Security and Safety Service, G7
Job Code Title : Senior Security Inspector
Department/ Office : International Residual Mechanism for Criminal Tribunals
Duty Station : THE HAGUE
Posting Period : 22 October 2025 - 5 November 2025
Job Opening number : 25-SEC-RMT-266094-R-THE HAGUE (R)
Staffing Exercise : N/A

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

Org. Setting and Reporting

This position is located in the United Nations International Residual Mechanism Criminal Tribunals, Security and Safety Service The Hague Branch, The Netherlands. The incumbent reports to the IRMCT Chief of Security and Safety Service.

Responsibilities

Under the direct supervision of the Chief of Security and Safety Service and the incumbent will be acting as the Assistant Chief of Security and Safety Service for SSS IRMCT The Hague Branch and responsible:

- Oversee and manage the security and safety operations of the Security and Safety Service (SSS) at IRMCT The Hague, ensuring the protection of personnel, property, and facilities. This includes 24/7 operational readiness under both normal and high-stress conditions, as well as security arrangements for conferences and special events.
- Plan, coordinate, and implement security measures for high-risk activities, liaising with relevant officials to allocate necessary resources and reinforcements.
- Provide overall supervision of SSS personnel, ensuring compliance with operational and administrative directives.
- Serve as the First Reporting Officer (ePAS system) for assigned personnel, overseeing performance management and professional development.
- Advise the Chief of Security and Safety Service on all security and safety matters within IRMCT The Hague premises.
- Coordinate SSS activities related to physical and personal security, field safety, information security, internal investigations, and security guard force management.

- Develop comprehensive Security Risk Assessments (SRA) based on local security conditions, incorporating analytical evaluations and close protection strategies in alignment with UN Department of Safety and Security (UNDSS) guidelines.
- Implement and oversee security and safety awareness training for all personnel, ensuring alignment with the Security Plan.
- Review of Special Investigation Reports submitted by the Special Investigations Unit (SIU) before final submission.
- Supervise procurement processes related to security operations, including acquisitions, deliveries, and payments.
- Ensure that SSS personnel are adequately trained, resourced, and operationally prepared, including conducting security inductions, refresher courses, and specialized training programs.
- Maintain effective communication and collaboration with host country authorities and security departments of international organizations. Lead the preparation of the SSS IRMCT The Hague annual budget in coordination with the Chief of Security and Safety Service.
- Continuously assess and update security, contingency, and evacuation plans for IRMCT The Hague. In the absence of the Chief of Security, act as the Firearms Custodian, ensuring that officers complete mandatory UN firearms certification training in accordance with UN Firearms Policy.
- Create and actively support an inclusive, enabling, and harmonious work environment, with zero tolerance for misconduct, promote diversity and equity, and incorporate a gender perspective in all areas of work.
- Perform any other duties as assigned by the Chief of Security and Safety Service.

Competencies

Professionalism: 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.

Communication: Speaks and writes clearly and effectively. Listens to others, correctly interprets messages from others and responds appropriately. Asks questions to clarify, and exhibits interest in having two-way communication. Tailors language, tone, style and format to match the audience. Demonstrates openness in sharing information and keeping people informed.

Teamwork: Works collaboratively with colleagues to achieve organizational goals. Solicits input by genuinely valuing others' ideas and expertise; is willing to learn from others. Places team agenda before personal agenda. Supports and acts in accordance with final group decision, even when such decisions may not entirely reflect own position. Shares credit for team accomplishments and accepts joint responsibility for team shortcomings.

Managing performance: Delegates the appropriate responsibility, accountability and decisionmaking authority. Makes sure that roles, responsibilities and reporting lines are clear to each staff member. Accurately judges the amount of time and resources needed to accomplish a task and matches task to

skills. Monitors progress against milestones and deadlines. Regularly discusses performance and provides feedback and coaching to staff. Encourages risk-taking and supports creativity and initiative. Actively supports the development and career aspirations of staff. Appraises performance fairly.

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 Organization. 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.

Education

High school diploma or equivalent is required.

Job Specific Qualifications

A valid driver's license is required.

Certification on UNDSS Security Certification Program (SCP) or UNDSS Security Analysis Process and Practice (SAPP) or UNDSS Hostage Incident Management (HIM) or UN Security Special Investigation Certificate is desirable (any of the four).

Work Experience

A minimum of ten (10) years' experience in security services, police, military, correctional service, fire brigade, border control security, or private security company services in the United Nations or other similar international organization is required. The minimum years of relevant experience is reduced to eight (8) for candidates who possess a first-university degree or higher.

Out of these ten (10) years, at least five (5) years' experience within a United Nations Security and Safety Service on supervision level is desirable.

Experience with UN International Criminal Tribunals is desirable.

Languages

English and French are the working languages of the Mechanism. For this job opening, English is required. The table below shows the minimum required level for each skill in these languages, according to the UN Language Framework (please consult <https://languages.un.org> for details).

Required Languages

Language	Reading	Writing	Listening	Speaking
English	UN Level II	UN Level II	UN Level II	UN Level II

Assessment

Evaluation of qualified candidates may include an assessment exercise which may be followed by 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 to this position will be subject to budgetary approval. 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.

The United Nations is committed to creating a diverse and inclusive environment of mutual respect. The United Nations recruits and employs staff regardless of gender identity, sexual orientation, race, religious, cultural and ethnic backgrounds or disabilities.

United Nations Considerations

According to article 101, paragraph 3, of the Charter of the United Nations, the paramount consideration in the employment of the staff is the necessity of securing the highest standards of efficiency, competence, and integrity. Candidates will not be considered for employment with the United Nations if they have committed violations of international human rights law, violations of international humanitarian law, sexual exploitation, sexual abuse, or sexual harassment, or if there are reasonable grounds to believe that they have been involved in the commission of any of these acts. The term "sexual exploitation" means any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another. The term "sexual abuse" means the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or

coercive conditions. The term "sexual harassment" means any unwelcome conduct of a sexual nature that might reasonably be expected or be perceived to cause offence or humiliation, when such conduct interferes with work, is made a condition of employment or creates an intimidating, hostile or offensive work environment, and when the gravity of the conduct warrants the termination of the perpetrator's working relationship. Candidates who have committed crimes other than minor traffic offences may not be considered for employment.

Due regard will be paid to the importance of recruiting the staff on as wide a geographical basis as possible. The United Nations places 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. The United Nations Secretariat is a non-smoking environment.

Reasonable accommodation may be provided to applicants with disabilities upon request, to support their participation in the recruitment process.

By accepting a letter of appointment, staff members are subject to the authority of the Secretary-General, who may assign them to any of the activities or offices of the United Nations in accordance with staff regulation 1.2 (c). Further, staff members in the Professional and higher category up to and including the D-2 level and the Field Service category are normally required to move periodically to discharge functions in different duty stations under conditions established in ST/AI/2023/3 on Mobility, as may be amended or revised. This condition of service applies to all position specific job openings and does not apply to temporary positions.

Applicants are urged to carefully follow all instructions available in the online recruitment platform, inspira, and to refer to the Applicant Guide by clicking on "Manuals" in the "Help" tile of the inspira account-holder homepage.

The evaluation of applicants will be conducted on the basis of the information submitted in the application according to the evaluation criteria of the job opening and the applicable internal legislations of the United Nations including the Charter of the United Nations, resolutions of the General Assembly, the Staff Regulations and Rules, administrative issuances and guidelines. Applicants must provide complete and accurate information pertaining to their personal profile and qualifications according to the instructions provided in inspira to be considered for the current job opening. No amendment, addition, deletion, revision or modification shall be made to applications that have been submitted. Candidates under serious consideration for selection will be subject to reference checks to verify the information provided in the application.

All external candidates recruited in accordance with section 2.2 (a) of ST/AI/2025/3 for a fixed term appointment without limitation and all external candidates recruited in accordance with section 2.2. (c) of ST/AI/2025/3 for a fixed term appointment limited to the entity are subject to an initial probationary period of one year under a fixed-term appointment.

Job openings advertised on the Careers Portal will be removed at 11:59 p.m. (New York time) on the deadline date.

No Fee

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