

Global Alliance for Improved Nutrition

Job title:	Security and Safety Manager, GAIN Nigeria
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Classification:	Grade 5	Direct reports:	0
Work location	Abuja, Nigeria	Travel required:	Up to 50%

The Global Alliance for Improved Nutrition (GAIN) is a Swiss-based foundation launched at the United Nations in 2002 to tackle the human suffering caused by malnutrition. Due to COVID19, conflict in Ukraine and climate change, malnutrition and hunger have worsened significantly since 2019, reversing a decade of progress. There is growing recognition that our food systems need to change if we are to reverse these trends.

GAIN's Strategy aims to transform food systems to make healthier diets from sustainable food systems accessible to all people and especially those whose are most vulnerable to shocks. By 2027, we aim to improve the access of 1.5 billion people to nutritionally enhanced staple foods, improve the access of 25 million people to healthier diets, and support positive food system change in 12 countries. This is bold and complex, and the only way to achieve this is to work together with partners including governments, businesses, and civil society at the country and global level. These goals, and the ways of achieving them, build on our twenty-year legacy of transforming people's lives with improved nutrition through concerted action and effective policy change.

DESCRIPTION
<p>Overall purpose</p> <p>The Security and Safety Manager will be GAIN Nigeria's in-house expert on security and safety and will be responsible for providing operational as well as identify, analyze, assess and manage security and safety risks faced by staff, other personnel, assets and programmes across its offices and project locations.</p> <p>The postholder will be responsible for day-to-day safety and security management, and assurance for the Nigeria Country Office including situation monitoring, information sharing, implementing mitigation measures, reporting, and evaluation.</p> <p>They will also be responsible for implementing and overseeing improved practice in safety and security. The postholder will work closely with GAIN's global Security Manager and may contribute to some global security activities whilst focusing on Nigeria.</p>
<p>Tasks and responsibilities</p> <p>Analysis, Planning and Operational Guidance</p> <ul style="list-style-type: none"> • Provide timely, accurate and consultative situation analysis, actor mapping, and Security Risks Assessment for Country and Field Locations that will guide decision making for new awards/ proposals and emergency preparedness actions, and inform decisions on geographical reach, program interventions, and partners. • Send the monthly/quarterly reports updates to the Global Safety and Security Lead (Situational analysis, threat rating scores, Essential standards). • Support in conflict sensitive analysis and development of relevant and appropriate mitigation measures to inform operational and programmatic decisions.

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- Translate Security Risks Assessments into practical and pragmatic Security Management, Incident Management, Business Continuity, and Contingency plans for all locations.
- Regularly review security plans and adapt them to the changing environment.
- Collaborate with project teams to promote the concept of safety and security plans and guidelines for ownership and compliance as a natural and integral part of project planning and implementation.
- Develop and implement a comprehensive strategy for gathering real-time and actionable intelligence on security threats, vulnerabilities, and incidents.
- Utilise advanced networking and information technology tools to monitor and analyse open-source intelligence, social media, and other relevant platforms for emerging security risks and trends.
- Advise on GAIN Nigeria insurance and other liabilities for travel and security.

Operational Security Management and Compliance

- Responsible for overall safety and security of GAIN Nigeria staff, reputation, and assets for the country programme.
- Regularly review performance against the KPIs and Security and Safety minimum requirement standards of GAIN and strive to achieve compliance to the Standards.
- Participate in project designing and engage with relevant awards/project teams along with leadership to ensure that adequate security budgets are allocated.
- Provide Security briefings to incoming visitors on arrival and security orientation to newly hired staff as part of the onboarding process.
- Ensure up to date coordination with relevant authorities to facilitate movement of staff/partners to all operational areas, ensuring robust maintenance of records and timely renewal of necessary permits.
- Keep all Security and Safety related documents updated such as the Security and Safety Management Plan(SSMP), Incident Management Plan(IMP), Contingency plans including medical evacuation, Hibernation Evacuation and relocation plan HERP) but also the Pre departure information(PDI), Communication tree, security briefings, and induction briefings.
- In line with GAIN Safety and Security Policy, develop Standard Operating Procedures (SOPs) and implement them at relevant project locations.
- Carry out safety and security training needs assessments for the country office staff.

Road Safety Management

- In collaboration with the operations department, ensure that GAIN vehicles, drivers and passengers are prepared and informed of road travel risks and all possible mitigation and training elements are in place for safe road travel.
- Ensure robust vehicle tracking system is in place that can ensure early detection and relevant response for road accidents and possible security events during field missions.
- Ensure field briefings/de-briefing protocols are followed and contribute to decision making for future field missions.
- Ensure all road incidents are reported on GAIN reporting system and are investigated by the operations and security team.
- Serve as primary focal point for visits, site assessments, group tours, for the Nigeria Country Office.

Key organizational relationships

- Reports to the Head of Operations.
- Works closely with the Global Security Manager.
- Closely collaborate with Country Management Team and GAIN Nigeria staff.
- INGO Forum Security Cluster.
- International NGO Safety Organization (INSO).
- Key security service personnel e.g. government security stakeholders/security management consultants.

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JOB REQUIREMENTS
<p>Competencies</p> <ul style="list-style-type: none"> • Proven ability and experience to undertake the key technical components of the role e.g. security risk assessments. • Clear and systematic thinking that demonstrates high level capacity for innovation, strategic thinking, good judgment, expert problem-solving, analysis and creativity to engage with a rapidly changing security environment. • Anticipates and perceives the impact and implications of future decisions and activities on other parts of the organization. • Treats all individuals with respect; responds sensitively to differences and encourages others to do the same. • Demonstrates good leadership and upholds and champions organizational and ethical norms and standards in safety and security. • Maintains high standards of trustworthiness, professionalism, and integrity. • Role model for diversity and inclusion. • Ability to build and foster long-term, effective partnerships and lead, develop and motivate services/teams in a challenging and changing environment. • Good representational, training and facilitation skills; able to communicate analysis and complex security information. • Strong interpersonal skills with excellent written and verbal communications. • Excellent MS Office skills.
<p>Experience</p> <ul style="list-style-type: none"> • Proven experience in security and safety management in an international organization. • Demonstrated experience leading responses to security incidents, including investigations and support to include crafting and providing security messaging to staff and others. • Experience in facilitation, delivering and developing security and safety training. • Experience in working with project teams and Senior Management Teams. • Understanding and experience of critical incident management and knowledge in contextual analysis in development or humanitarian settings. • Experience of managing risk, security and safety in Nigeria.
<p>Education</p> <ul style="list-style-type: none"> • University Degree, preferably in Risk/ Security/ Crisis Management, Certification in Security / Risk Management is a plus. • Background in intelligence focused service in the military, Department of State Services (DSS), National Intelligence Agency (NIA), etc. will be an added advantage.
<p>Other requirements</p> <ul style="list-style-type: none"> • Ability to travel across the country to project sites. • Fluent in English (written and spoken).

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WHAT GAIN OFFERS

- A competitive remuneration package.
- Flexible working hours through hybrid working opportunities.
- Friendly working environment.
- Professional development opportunities.
- The chance to make a lasting contribution to reducing global malnutrition.