

**JOB VACANCY
DIRECTOR OF PHYSICAL
SECURITY**

**Operations - Security
Multiple Locations Considered
Application Deadline: August 1, 2020**



HRW.org

Human Rights Watch (“HRW”) is seeking a forward-thinking, innovative and experienced senior security professional who can guide a globally dispersed organization that reports on the most sensitive human rights issues. The Director of Physical Security will lead the organization to optimal and inclusive physical security risk management practices for the complex environments in which it operates.

This position is the organization’s lead on all physical security matters, providing support and leadership across a wide range of areas including crisis and incident response, asset protection, programmatic work, travel safety and event security. In partnership with the Director of Information Security, this role provides unified security risk management leadership across HRW.

The successful candidate will understand the threat landscape facing Human Rights Defenders or similar constituencies and have a proven track record of enabling work in challenging operational contexts. They will continue to lead the organization towards best practices and further embed and promote a proactive security culture; collaborate with both internal and external security groups; and have experience in crisis management, operational security and training.

The role will require international travel, including to areas that might be considered high risk. This position will be based in one of HRW’s main offices and will report to the Chief Operating Officer or their designee.

HRW is keen to consider applicants from communities who are under-represented in the security sector, even if they feel they only meet some of the qualifications.

Responsibilities:

1. Security Strategy

- a. Work closely with the Director of Information Security to provide cohesive security risk management frameworks within Departments across HRW.
- b. Establish and maintain the overarching physical security strategy for HRW, including compliance monitoring and enforcement.
- c. Develop, implement and review global physical security policies, guidelines and procedures.
- d. Provide proactive leadership and analysis on emerging physical security issues.
- e. Establish and manage the allocated budgets and financial resources effectively and efficiently.
- f. In collaboration with the Director of Information Security, prepare and present reports on security matters to senior leadership groups, internal stakeholder and the HRW Board of Directors as required.

2. Operational Security

- a. In partnership with the Director of Information Security, provide security support and guidance to

all HRW departments in the pursuit and execution of the organizational mission.

- b. Provide operational security and safety advice as required to managers and staff on the preparation and execution of higher-risk travel, including direct physical security support and advice during the travel or other deployment/presence in higher risk contexts or conducting higher risk activities in coordination with the Director of Information Security.
- c. Oversee travel security risk management processes at HRW.
- d. In coordination with the relevant stakeholders, define, implement and review the global physical security standards and associated plans across all HRW real estate.
- e. In coordination with relevant stakeholders, provide physical security support to HRW events and donor engagements as necessary.
- f. Provide security incident response in coordination with the Director of Information Security.
- g. Lead HRW's crisis management capability including associated training, crisis planning and crisis response related to physical security incidents.

3. Training & Equipment

- a. Design and deliver appropriate internal physical security training initiatives.
- b. Identify third party specialist physical security vendors to enable provision of relevant and appropriate hostile environment and first aid training.
- c. Seek out opportunities to provide equitable inclusive and scalable physical security and associated training across HRW.
- d. Source and enable access to physical security related equipment and technology. Ensure appropriate asset tracking is in place.
- e. Identify and manage outsourced vendors to ensure delivery of high quality and cost effective services.

4. Management and Relationships

- a. Lead, motivate, and mentor any direct-reports, including communicating clear expectations, setting performance objectives, providing regular and timely constructive feedback, ensuring balanced workload, providing guidance on professional growth, and monitoring staff well-being as it pertains to stress and resilience. issues and self-care
- b. Establish and maintain information networks and relationships globally with relevant government, intelligence, law enforcement and security contacts, as well as corporate and third party resources, to inform both changing strategy requirements and immediate operational risks.

5. Carry out other duties as assigned.

Qualifications:

Education: A level of education that when combined with professional experience will demonstrate the capability to lead physical security at HRW. Candidates who have relevant academic degrees or security certifications are encouraged to apply, but this is not a requirement.

Experience and skills:

1. Extensive knowledge of physical security and risk management, ideally in the context of an international organization or in journalism with practical experience in high risk and complex

operating environments.

2. Exceptional communications and relationship building skills; effective at building trust and confidence. Strong interpersonal skills and ability to work well under pressure while juggling multiple tasks are required.
3. Demonstrated ability to work with diverse and cross-cultural teams to achieve common objectives; collaborative and team-oriented with an “enabling” mindset.
4. Experienced in developing and implementing global security policies across a matrixed organization.
5. A high level of resilience and drive, able to be flexible, adapt to change as required, choose a course of action, developing appropriate solutions and/or reaching conclusions. Ability to cope well under pressure and demonstrate excellent judgment.
6. Proficiency in using the full range of MS Office products.

Salary and Benefits: HRW seeks exceptional applicants and offers comprehensive compensation and benefits. HRW offers a relocation assistance package and will assist employees in obtaining necessary work authorization, if required; citizens of all nationalities are encouraged to apply.

How to Apply: Please apply immediately by visiting our online job portal at careers.hrw.org. No calls or email inquiries, please. Only complete applications will be reviewed and only shortlisted candidates will be contacted.

If you are experiencing technical difficulties with your application submission, please email recruitment@hrw.org. Due to the large response, application submissions via email will not be accepted and inquiries regarding the status of applications will go unanswered.

Human Rights Watch is strong because it is diverse. We actively seek a diverse applicant pool and encourage candidates of all backgrounds to apply. Human Rights Watch does not discriminate on the basis of ability, age, gender identity and expression, national origin, race and ethnicity, religious beliefs, sexual orientation, or criminal record. We welcome all kinds of diversity. Our employees include people who are parents and nonparents, the self-taught and university educated, and from a wide span of socio-economic backgrounds and perspectives on the world. Human Rights Watch is an equal opportunity employer.

Human Rights Watch is an international human rights monitoring and advocacy organization known for its in-depth investigations, its incisive and timely reporting, its innovative and high-profile advocacy campaigns, and its success in changing the human rights-related policies and practices of influential governments and international institution .