**The HALO Trust – Global Security Advisor**

The HALO Trust (HALO) is seeking a Global Security Advisor to support its managers in the safe delivery of its global operations. This position would suit an active, thoughtful and experienced individual with extensive field experience.

The role will primarily support the programmes group which is the operating division of The HALO Trust but could be called upon by other groups and the CEO. The Global Security Advisor will report to the Director of Programmes (East) and then to the Chief of Programmes.

This will be a UK-based role, but there is an expectation for the candidate to spend significant time (approximately 40-60% of working days) visiting HALO programmes overseas.

The role should be viewed as an enabling one; it is a senior position and the use of the term ‘Advisor’ rather than ‘Manager’ is deliberate. The onus will be on the Global Security Advisor to develop a thorough understanding of HALO’s security risk posture and risk appetite and to provide practical and pragmatic solutions to country teams and senior managers – helping our in-country teams to manage security effectively.

HALO is an international non-governmental organization that employs some 10,000 people globally to clear landmines, IEDs and other explosive hazards from countries and territories affected by conflict. Our mission is to lead the effort to save lives and restore livelihoods for those affected by conflict. HALO was established in Afghanistan in 1988 and currently works in over 30 countries and territories.

**Role and Responsibilities**

* Review and monitor programme security risks with Programme Managers, Regional teams and the senior leadership team in HALO’s HQ
* Support programmes with the creation and review of risk assessments, risk registers and serious incident management plans, providing training where appropriate
* Continuously develop HALO’s security risk management framework, ensuring it remains aligned with industry best practice
* Advise and provide training for programmes on appropriate risk mitigation measures relating to security such as physical infrastructure, communications, contingency plans, and ‘actions on’ procedures
* Advise and provide training for senior managers on security management processes and in areas such development of standard operating procedures, use of analytical tools and delivery of scenario based training
* Act as advisor to programmes leadership on developing and managing critical stakeholder networks
* Agree security training objectives and all necessary pre-deployment training (e.g HEAT/PSAT) in conjunction with the Human Resources and Training teams
* Support programmes in delivering or sourcing supplementary training needed for the local environment
* Monitor and manage HALO’s global emergency staff monitoring system - review procedures for its use, provide training to staff in its use and improve its capability in conjunction with the supplier
* Help to deliver crisis management training at programme and group level
* As required, act as a member of HALO’s Crisis Management Team
* Work closely with the Global Safeguarding Lead where incidents, policy and process require collaboration
* Oversee the maintenance and development of HALO’s Security Manual and associated documents
* Conduct other security-related tasks as directed by the Directors and Chief of Programmes

**Base location, working pattern and Salary**

* This is a UK-based position, but with a requirement for 40-60% of working days spent travelling
* This position will require travel to HALO’s programmes and to insecure and austere environments
* This is a full-time position
* At times, this position will require a timely response out of regular office working hours
* The salary will be circa £60-75K depending on experience

**Essential Qualifications / Experience / Requirements**

* At least 4 years relevant work experience
* Demonstrable ability to accurately assess risks and to advise on appropriate plans and mitigation measures which enable rather than disable organisations in their work
* Demonstrable ability to work well with people of different cultures, genders and age
* Demonstrable ability to train and develop the capacity of others
* Strong Information Communication Technology skills and knowledge of Microsoft platforms
* Strong written and spoken English
* Willingness to travel to HALO’s programmes and to insecure and austere environments
* Willingness to work in an office and field-based environment
* Willingness to work out of regular office hours
* Driving license

**Desirable Qualifications / Experience / Requirements**

* Experience working for International Non-Governmental Organisations
* Recognised security management qualifications
* Medical training
* Language proficiency in Arabic, Dari or Russian
* Experience in the use of tracking and monitoring systems

The HALO Trust is an Equal Opportunity Employer and does not discriminate against any applicant for employment because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.

The HALO Trust is committed to a culture that is both diverse and inclusive and we seek to recruit, develop, and retain the most talented people from a diverse candidate pool.

The HALO Trust is committed to ensuring that it provides a safe and trusted environment which safeguards and promotes the welfare and well-being of anyone who comes into contact with, or is part of, the Charity, with a zero-tolerance approach to behaviours which challenge this.