



Deputy Security Manager

Location	Nogent sur Marne
Contract type	Fixed-term contract ¹
Contract duration	12 months
Arrival date	Ideally May 2024
Application deadline	12 April 2024

As part of “**L'Alliance AVSF-Gret**”, created in 2021 by these two professional international solidarity NGOs, AVSF and GRET are creating a **joint safety and security management team**, to be coordinated by GRET's Security Manager. This pooled service will operate as a single entity dedicated to risk prevention and management for all the French and international teams of the two NGOs. AVSF and GRET are present in a total of 25 countries in Africa, Asia, South America and the Caribbean, including countries with substantial risks (Sahel, Myanmar, Haiti, Ecuador, etc.). In order to meet the objectives of improving security management and creating a common security culture, **AVSF is recruiting a Deputy Security Manager**.

Agronomes & Vétérinaires Sans Frontières (AVSF) is a professional and activist NGO. AVSF is an officially recognised non-profit association that promotes international solidarity, mobilising professionals in agriculture, livestock farming, animal health and local development.

For over 45 years, AVSF has provided smallholder communities and organisations with technical advice, training and financial support, while promoting the traditional knowledge of smallholder farmers.

Our goal is to defend their rights, improve their living conditions, contribute to the socio-economic development of their territories and protect the planet's resources.

¹ If the substantial increase in security related activities continues, linked to the deterioration in security conditions in several countries of intervention, AVSF would then consider transforming this position into a permanent contract.

JOB DESCRIPTION

Within the "AVSF-Gret Safety and Security Management team", the Deputy Security Manager is in charge of **safety and security management for AVSF and GRET, and contributes to the structuring of related processes.**

Reporting to the Security Manager, the Deputy Security Manager will be expected to :

- Contribute to the structuring of security management mechanisms for a service shared by the two NGOs, AVSF and GRET, and to the establishment of a permanent system for monitoring and supporting our operations at headquarters and in the field on security and safety issues.
- Support head office and field teams in taking safety issues into account in the development actions of the 2 NGOs (contextual monitoring, calibration of resources in line with safety issues, audit of existing safety plans, team training, etc.).
- Share a country portfolio with the security manager, in particular in Spanish-speaking countries (South America), the Caribbean (Haiti) and Africa, to support country teams in structuring their safety and security management.

His/her missions will be as follows:

1. **Contribute to the structuring of safety and security management:**

- Contribute to the formalization of a general security policy common to both NGOs, as well as procedures and guidelines for security and crisis management.
- Support the country representations in its country portfolio in revising or formalizing their safety plans.
- Revise or implement safety regulations in high-risk countries where the two NGOs carry out expert missions, but without a permanent presence.
- Suggest improvements and contribute to the smooth operation of the continuous analysis of the security environment and reporting systems, in particular incident reporting.

2. **Participate in managing the safety and security of AVSF and GRET teams:**

- Monitor the situation in the countries where we operate and take part in risk analysis.
- Support the Country Representatives of its country portfolio in the day-to-day management of safety and security; provide technical expertise on security issues.
- Ensure compliance with and implementation of safety plans via field audits.
- Support the development of projects in high-risk areas, in particular by ensuring that planned resources are in line with safety plans.
- Train head office and field teams on safety and security issues.
- Support the management of the two NGOs in the event of a crisis.

EXPECTED PROFILE

- **Background:** Humanitarian profile or development NGO staff working in high-risk areas. Political science, international affairs, logistics or any other relevant training;
- **Experience:** at least five years' experience in NGOs in crisis situations (representation, project management, security) or in similar positions;
- **Other knowledge:** Spanish required, English preferred.

AVSF strives to develop an inclusive work environment that reflects the diversity of its employees within its teams. As an employer, AVSF offers equal employment opportunities to all regardless of gender, ethnicity, religion, sexual orientation, social status, disability or age.



Required skills: Excellent interpersonal skills, ability to dialogue, listen and mediate. Ability to work autonomously and make proposals.

JOB CONDITIONS

Onboarding journey	3 days in Lyon and Nogent sur Marne
Gross monthly salary	Remuneration according to current salary scale (estimated between €3200 and €3400)
Employee benefits	<ul style="list-style-type: none">- 50% reimbursement of public transit fare- Sustainable mobility package- Lunch vouchers- Complementary insurance- Pension
Terms and conditions	<ul style="list-style-type: none">- Full-time position- Based at our headquarters in Nogent sur Marne, in the heart of the "Cité du développement durable", in the Jardin d'Agronomie Tropicale, with regular missions to the field (3 to 4 per year).- Possibility of teleworking 2 days a week.- The premises are adapted for people with reduced mobility.- The position can be adapted to suit the candidate's profile.

APPLY

Interested candidates should send their application (covering letter + CV), quoting the reference "Deputy Security Manager" by 12 April 2024 at the latest, to: recrut@avsf.org

Interviews are scheduled for April 2024.

[FIND OUT MORE ABOUT THE ASSOCIATION](#)

