

## JOB DESCRIPTION

### Preliminary Job Information

<b>Job Title</b>	<b>SECURITY ADVISOR</b>
<b>Country &amp; Base of posting</b>	<b>NIGERIA – MAIDUGURI (WITH FREQUENT MOVE TO ABUJA)</b>
<b>Reports to</b>	<b>HEAD OF MISSION</b>
<b>Creation/Replacement</b>	Creation
<b>Duration of Mission</b>	6 months - Renewable

### General information on the Mission

#### Context

**Première Urgence Internationale (PUI)** is a non-governmental, non-profit, non-political and non-religious international aid organization. Our teams are committed to supporting civilians' victims of marginalization and exclusion, or hit by natural disasters, wars and economic collapses, by answering their fundamental needs. Our aim is to provide emergency relief to uprooted people in order to help them recover their dignity and regain self-sufficiency. The association leads in average 190 projects by year in the following sectors of intervention: food security, health, nutrition, construction and rehabilitation of infrastructures, water, sanitation, hygiene and economic recovery. PUI is providing assistance to around 5 million people in 20 countries – in Africa, Asia, Middle East, Eastern Europe and France. Following the intensification of the Chad Lake conflict in Nigeria (North East of the Country), PUI has decided to also respond to this crisis (since the organization already assist the Nigerian refugees in Cameroon) from Nigeria.

#### Prerequisite of Nigeria:

With the biggest population in Africa, (between 178.000.000 and 200.000.000 habitants), Nigeria is ranked as one of the first economy of the continent thanks to oil and petroleum products as well as mineral resources (gold, iron, diamonds, copper etc...). Despite a strong economy, Nigeria suffers from huge inequalities between rich and poor, and from a high rate of corruption, at every level. Moreover, a great ethnic diversity (more than language groups led by the family or clan manner) mixed with a federal mechanism make it a real powder keg.

#### Historical and North East statehood:

The current Nigeria is an agglomeration of both the Northern and Southern protectorate, which were amalgamated in 1914, only about a decade after the defeat of the Sokoto Caliphate and other Islamic states by the British which were to constitute much of Northern Nigeria. In those days, Cameroon, the eastern bordering country, was divided in French and British parts. Following a plebiscite in 1961, the Northern Cameroons opted to join Nigeria. The territory concerned made up much of what is now Northeastern Nigeria, and a large part of the areas affected by the North insurgency.

#### Borno State Insurgency's origins:

Boko Haram (Jamā'at Ahl as-Sunnah lid-Da'wah wa'l-Jihād -> "People Committed to the Prophet's Teachings for Propagation and Jihad") was officially founding in 2002. Boko Haram conducted its operations more or less peacefully during the first seven years of its existence. During that period, the government reportedly repeatedly ignored warnings about the increasingly militant character of the organization.

#### Boko Haram uprising:

The situation changed in 2009 when the Nigerian government launched an investigation into the group's activities following reports that its members were arming themselves. The present insurgency in Borno State began in 2009, when the jihadist rebel group Boko Haram started an armed rebellion against the government of Nigeria. Originally the group had alleged links to al-Qaeda. The insurgency took place within the context of long-standing issues of religious violence between Nigeria's Muslim and Christian communities. When the government came into action, several members of the group were arrested, sparking deadly clashes with Nigerian security forces. The group's founder and then leader Mohammed Yusuf was killed during this time while still in police custody.

#### Escalating conflict:

After the killing of M. Yusuf, the group carried out its first terrorist attack in Borno in January 2010. Since then, the violence has only escalated in terms of both frequency and intensity. In addition of that, in 2012, tensions within Boko Haram resulted in gradual split of the group between a conservative faction named Ansaru, led by Abu Usmatul al-Ansari, and the more dominant, violent faction led by Abubakar Shekau. In 2013, Nigerian governmental has started to apply a state of emergency in North Est Nigeria (Borno, Yobe, and Adamawa) => Nigeria forces launched an offensive in the Borno region in an attempt to dislodge Boko Haram fighters. The offensive had initial success, but the Boko Haram rebels were able to regain their strength. The violence escalated dramatically in 2014, with 10,849 deaths.

#### Regional/International impact:

In 2014, Boko Haram militants attacked several Nigerian towns in the North and captured them. The insurgency spread to neighbouring Cameroon, Chad, and Niger thus becoming a major regional conflict. This prompted the Nigerian government to launch an offensive, and with the help of Chad, Niger, and Cameroon. In 2015, a coalition of military forces from Nigeria, Chad, Cameroon, and Niger began a

counter-insurgency campaign against Boko Haram. The coalition offensive forced Boko Haram to retreat into the Sambisa Forest (South East of Maiduguri City).

#### **Recent developments of the conflict:**

By 2015, the Shekau's faction became officially ISIL's West Africa branch (ISWA). Mid 2016, due to internal discord between the IS worldwide leadership and the previous Boko Haram leaders, IS announced that it had appointed Abu-Musab al-Barnawi as the new leader of the group. Shekau refused to accept al-Barnawi's appointment as leader and vowed to fight him while stating that he was still loyal to ISIL's leader Abu Bakr al-Baghdadi. The group has since split into pro-Barnawi and pro-Shekau factions, with reports of armed clashes breaking out between them.

#### **Occidental political/military support:**

In 2015, an occidental military coalition (US, France, British) deployed troops to (Cameroon, Niger, Tchad, Nigeria), with the approval of the governments concerned. Their primary mission is to provide intelligence support to local forces as well as conducting reconnaissance flights. A program is also conducted to transfer military vehicles to the local Armies to aid in their fight against Islamist militants.

#### **Rapid current stocktaking:**

Following these counter-offensive and military support, several capitals city of Local Governmental Areas (LGAs) of Borno State were liberated. But out of the city, in the country side, the Boko Haram superiority is maintained. => At the end of the 3rd quarterly of 2016, from 60 to 80% of Borno State is considered as being under the control of Boko Haram.

Since the current insurgency started in 2009, it has killed 20,000 and displaced 2.3 million from their homes and was ranked as the world's deadliest terror group by the Global Terrorism Index in 2015.

#### **Humanitarian consequences:**

The HNO 2017 estimated that some 14 million people are in need of assistance across the six states of the north east. In determining the response for 2017, humanitarian partners agreed to focus on states assessed as the most affected by the violent conflict, infrastructure destruction, mass displacement, ongoing insecurity and ensuing factors. The highest numbers of people requiring humanitarian assistance are located in Borno, Adamawa and Yobe where 8.5 million people are in need of urgent life-saving assistance. The approach of the humanitarian community is to respond to the most life-threatening needs of 6.9 million people in the three most (Borno, Yobe, Adamawa) affected states of North East Nigeria.

#### **PUI's strategy/position in the area**

PUI is present in Nigeria since April 2016. The NGO is willing to cover the needs of crisis affected people in Borno State through a comprehensive integrated approach, targeting the people's affected by the crisis with means of subsistence (Food Security & Livelihood), the access to the basic services (Primary Health Care, Nutrition) and the living conditions (Shelter, NFI, WASH, etc.).

Since the most urgent need was (and is still) the food assistance, PUI has started to intervene within this crisis by providing food aid through Cash Based Interventions to the affected local populations (both IDPs and Host Communities). Now, PUI is extending its activities to other sectors linked to primary needs and/or to the creation of employment and livelihoods.

#### **History of the mission and current programs**

PUI has been present in the region for more than a decade, implementing projects in Chad since 2004 and in Cameroun since 2008. In Cameroon, PUI is implementing a project in response to Boko Haram -related displacement in the Extreme North, and in Adamawa.

In early 2016, PUI has conducted an assessment in Maiduguri which confirmed the emergency of the humanitarian situation and the need for a rapid intervention in order to address primary needs of people affected by the conflict in this area, especially those who had not received any assistance.

The PUI Nigerian Mission has been officially opened in April 2016. Following the findings of its analysis work, with the support of ECHO and CDC, PUI has positioned itself on two objectives: 1. Providing life-saving assistance (food aid to the IDPs and affected local populations by on-going armed conflict, in Maiduguri / 2. Improving accessibility to community-based protection mechanisms and psychosocial support for the most vulnerable HH of the IDP and local populations affected by the crisis. => 1,825 households have been supported through electronic food vouchers.

PUI has conducted, during July 2016, some complementary rapid needs assessments in Maiduguri and surroundings. In light of this situation, PUI is going to: 1) extend coverage of the most urgent primary needs, to deliver impartial and integrated life-saving assistance to people affected by emergencies; 2) support vulnerable population by restoring access to some primary needs.

Following PUI's integrated approach, a multi-sectorial assistance is structured around the access to food and some other basic services as health, water or sanitation, and the improvement of the habitat conditions in emergency/transitional shelter. This general strategy, in line with 2016 and 2017 HRPs, will be applied through the following concrete operational fields: Food Security and Livelihood, Primary Health Care services, Shelter upgrade, WatSan facilities.

In parallel, due to the lack of weaknesses of the humanitarian system, PUI has also decided to support the coordination mechanisms and is currently running the common storage facility for all humanitarian actors funded by the logistics cluster.

This strategy has been until now only implemented in Maiduguri city, but an extension of the response to the crisis in the rural areas is planned for 2017. The first need which will be addressed is food security through in-kind food distributions in reachable rural LGAs.

For 2017, discussions led up or are still on-going for partnerships with OFDA (Health), UNHCR (Shelter Upgrade and NFI), ECHO (Food security & Livelihood), FFP (Food Security), WFP (Food Security), the French Cooperation (Food security & Livelihood), CERF (Food Security) FAO (Food Security and Livelihood) or some others funds from the European Union (Early Recovery and Livelihood).

## Configuration of the Organization in the Region

### BUDGET 2014

<b>BASES</b>	<b>8 MILLION EUROS</b>
<b>NUMBER OF EXPATRIATES</b>	<b>ABUJA (COORDINATION) ET MAIDUGURI (FIELD OPERATIONS AND SUB-COORDINATION OFFICE)</b>
<b>NUMBER OF NATIONAL STAFF</b>	20
<b>NUMBER OF CURRENT PROJECTS</b>	50
<b>MAIN PARTNERS</b>	Under negotiation (but between 5 to 8)
<b>ACTIVITY SECTORS</b>	ECHO, OFDA, CDC, WFP, UNHCR
<b>EXPATRIATE TEAM ON-SITE</b>	<ul style="list-style-type: none"> <li>• Food Security (Cash and In-kind)</li> <li>• Early Recovery and Livelihood</li> <li>• Shelters/NFI</li> <li>• Primary Health Care and Nutrition</li> </ul>

## Job Description

### Overall objective

Under the supervision and the direction of the Head of Mission, the Security Advisor initiates all appropriate risk management protocols/guidance/tools/support services, related to the safety and security, and the protection of assets in mission. S/He oversight all technical security support provided to the field in areas related to the security of staffs and activities (as assessments, contingency plans, scenario plannings, etc.).

### Scope of duties

The Security Advisor initiates to reducing the vulnerability of PUI employees and programs to the threats (potentials or reals) in its geographical areas of intervention/presence, by analysing the socio-political and security context and monitoring incidents/clashes (past or potential).

S/He serves as a technical resource for the Head of Mission, the Field Coordinator and even for the Deputy HoM for Programs, by providing risk assessments and analysis, security awareness trainings, security management technical support, safety and security guidances, and timely advisory information.

S/H acts as Security Focal Point for PUI' security training activities in Nigeria, environmental analysis and development of security capacities.

S/He also works closely with the Field Coordinator and the Logistic Department at the field level to maintain a safe and secure

### Specific objectives and linked activities

#### 1. Ensuring an adapted security management framework to the mission

- ▶ Realizing a diagnosis regarding the adaptation of the security rules set-up and used by the mission to the existing and/or potential threats, as well as its adaptation to PUI's security & safety general policy and SOPs.
- ▶ Adapting the current security management framework and rules based on the above mentioned analysis.
- ▶ Rolling out the revised security management framework

#### 2. Supporting the daily field security management

- ▶ Provides support to the field offices/project teams in ensuring that all Security Management Procedures (SMPs) are in line with internal PUI Security Plan and that all main components of the SMPs are in file, according to the context.
- ▶ Provides support to the field offices/project teams in establishing specific procedures to train the staff and enforce SMPs.
- ▶ Provides technical support, advice and feedback as each develops or revises SMPs.
- ▶ Conducts field security assessments examining security management issues related to staff, assets, offices, residences, field sites, projects and partnerships, and compile reports with findings and recommendations.
- ▶ Visits the project site regularly and/or according to the needs to monitor security preparedness and security management. And then provides a follow-up report with clear findings and actionable recommendations after each visit.

#### 3. Designing and Conducting Safety & Security Training

- ▶ Supports each country program team in ensuring that each new employee, visitor and country staff receives a safety and security briefing by providing a framework for field security orientations.
- ▶ Creates and delivers a security training program that reaches a maximum number of national and international staff. Keep useful records on staff training and report at least annually on training performed at all levels.
- ▶ Assists field offices in arranging ad hoc security training workshops appropriate to security environments.
- ▶ Assists in recruitment, selection and orientation processes for international and national security staff.

<b>4. Producing Regional Context Analysis and Active Networking</b> <ul style="list-style-type: none"> <li>▶ Provides credible information and contextual written analysis of regional and national security situations and incidents along with appropriate advice to heads of mission through a monthly report or on specific demand.</li> <li>▶ Identifies, creates and maintains a network with NGO/UN and other security specialists suitable for the region.</li> <li>▶ Facilitate regional NGO security coordination through networking, collaboration and coordination with humanitarian actors.</li> </ul>
<b>5. Security Communication Systems/Reporting</b> <ul style="list-style-type: none"> <li>▶ Set-up a Mission Communication Scheme for the sharing/reporting of the security information (critical and non-critical).</li> <li>▶ Set-up a Security Communication Tree for the threat/incident alert.</li> <li>▶ Ensure the briefing/training of the key staff regarding the management of the security communication systems/reporting.</li> </ul>
<b>Team management</b>
Number of people to manage and their position (expatriate/local staff) <ul style="list-style-type: none"> <li>▶ Direct management : Security Information Managers</li> <li>▶ Indirect management : Field Liaison Officers/Assistants</li> </ul>

Required Profile		
Required knowledge and skills		
	REQUIRED	DESIRABLE
<b>TRAINING</b>	<ul style="list-style-type: none"> <li>▶ Security Management</li> </ul>	<ul style="list-style-type: none"> <li>▶ Logistics</li> </ul>
<b>PROFESSIONAL EXPERIENCE</b> <ul style="list-style-type: none"> <li>▶ Humanitarian</li> <li>▶ International</li> <li>▶ Technical</li> </ul>	<ul style="list-style-type: none"> <li>▶ Experience in the humanitarian context in highly insecure environments (min. 4 years)</li> <li>▶ Previous experience with NGOs and/or military, peacekeeping</li> <li>▶ Previous experience in the region</li> <li>▶ Previous experience as security officer / adviser</li> <li>▶ Knowledge of principles and current approaches to permissive/acceptance models of security management.</li> </ul>	<ul style="list-style-type: none"> <li>▶ Experience in multi-sector programmes in various humanitarian contexts</li> <li>▶ Experienced trainer</li> <li>▶ Previous experience in logistics</li> </ul>
<b>KNOWLEDGE AND SKILLS</b>	<ul style="list-style-type: none"> <li>▶ Good writing skills</li> <li>▶ Advanced knowledge of the humanitarian context</li> </ul>	<ul style="list-style-type: none"> <li>▶ IT skills, developing tools on Office</li> <li>▶ Communication skills</li> </ul>
<b>LANGUAGES</b> <ul style="list-style-type: none"> <li>▶ French</li> <li>▶ English</li> <li>▶ Other (Hausa, Kanouri)</li> </ul>	Fluent	<ul style="list-style-type: none"> <li>▶ French desirable</li> <li>▶ English strong assets</li> </ul>
<b>SOFTWARE</b> <ul style="list-style-type: none"> <li>▶ Pack Office</li> <li>▶ Other (to be specified)</li> </ul>	Proficient	
Required Personal Characteristics		
<b>Mandatory :</b> <ul style="list-style-type: none"> <li>▶ Context analytical skills</li> <li>▶ Capacity to handle high levels of insecurity on the field</li> <li>▶ Communication skills and ability to develop a network</li> <li>▶ Autonomy, ability to organise him/herself and his/her work</li> <li>▶ Flexibility, ability to adapt him/herself to changing context and various stakeholders</li> </ul> <b>Appreciated:</b> <ul style="list-style-type: none"> <li>▶ Ability in representation tasks</li> </ul>		
Other		
<ul style="list-style-type: none"> <li>▶ Willingness to travel (approx. 80% of time)</li> </ul>		

Proposed terms
<b>Status</b>

▶ **EMPLOYED** with a Fixed-Term Contract

## Compensation

▶ **MONTHLY GROSS INCOME**: from 2 200 up to 2 530 Euros depending on the experience in International Solidarity + 50 Euros per semester seniority with PUI

## Benefits

- ▶ **COST COVERED**: Round-trip transportation to and from home / mission, visas, vaccines...
- ▶ **INSURANCE** including medical coverage and complementary healthcare, 24/24 assistance and repatriation
- ▶ **HOUSING** in collective accommodation
- ▶ **DAILY LIVING EXPENSES** (« Per diem »)
- ▶ **BREAK POLICY** : 5 working days at 3 and 9 months
- ▶ **PAID LEAVES POLICY** : 5 weeks of paid leaves per year + return ticket every 6 months