

The Norwegian Refugee Council is a non-governmental, humanitarian organization with 60 years of experience in helping to create a safer and more dignified life for refugees and internally displaced people. We advocate for their rights and assist with shelter, education, food distribution, camp management and legal assistance on return.

The Norwegian Refugee Council has 2600 committed and competent employees involved in projects on four continents, to give refugees and internally displaced persons a better life and future. In addition we have one of the world's largest standby roster, NORCAP, with 850 professionals, ready to be deployed on 72 hours notice when a crisis occurs.

Regional Security Advisor - Afghanistan/Pakistan

The Norwegian Refugee Council has been assisting Afghan refugees in Pakistan with information, counselling, and legal assistance (ICLA) since 2002. An ICLA programme has been operational in Afghanistan since 2003, and provides information and legal assistance to IDPs and returnees out of 9 field locations in Afghanistan. Throughout the country NRC implements education, shelter and legal aid programmes. As a humanitarian NGO, NRC takes a non confrontational approach to security, with Awareness, Avoidance, and Preparedness, at its core.

The Regional Security Advisor leads the security section, which supports the Regional Director in safe management of the regional operation.

Reference no.: 399505863

Deadline for application: 25.02.2009

[Apply for position](#)

Contact info.:

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Recruitment Coordinator
programme coordinator Afghanistan/Pakistan

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Job description

- Review and oversee implementation of security procedures for field and office operations, including communications systems;
- Gain, interpret, and analyse security information, in order to produce clear and appropriate guidelines for NRC's staff, finding the balance between restricting staff to safe activities and allowing as much freedom of action as possible, such that the NRC program can be implemented;
- Train the security section to further improve the ability of NRC to take only the level of risk that HQ deems reasonable;
- Give technical training and guidance to transport staff and guards regarding security aspects of their work;
- Build capacity in national security staff in both countries, so that continuity of security assessment and advice can be achieved, including during periods of RSA's absence; and
- Monitor the security situation in Pakistan and Afghanistan, and advise regional management on appropriate response options.

We offer

- Reporting to the Regional Director in Kabul, with technical reporting to and supervision from NRC's global security advisor in Oslo.
- Commencement: April or before
- Contract period: One year
- Salary/benefits: According to NRC's general directions, approximately NOK 54.200,- (ca. € 5800) per month, and free housing of moderate standard.
- Please note that all international staff working in Afghanistan are subject to income taxation.
- DUTY STATION AND LIVING CONDITIONS
- The Regional Security Advisor will be based in

Qualifications

- Tertiary education, preferably with qualification in security management, such as military academy or security systems.
- Experience in working in humanitarian aid context, e.g. previous or current senior deployment in a peacekeeping mission, work in the field with an NGO or UN agency. References from supervisors or interlocutors in this environment will be key to assessing suitability for the position.
- Demonstrated ability to work under difficult conditions and a high degree of interpersonal pressure, and an ability to make well reasoned decisions in a timely manner.
- Experience in administration and security team management.
- Strong English writing and analytical skills.
- Ability to deal with a large workload, under time pressure, independently and with limited supervision, producing high quality outputs.
- Ability and willingness to operate under difficult living circumstances.
- Willingness to travel as appropriate to the needs of NRC, and to the prevailing security situation.
- Flexible and creative.
- All employees of the Norwegian Refugee Council should be able to adhere to our Codes of Conduct and the four organizational values: Dedicated, innovative, inclusive and accountable.
- Application procedures and CV registration: Please note that you are required to enter the geographical location for all your previous positions while registering your CV. There is no specific field for this information in our CV form, but you can use the "Company name" field for both company and location.

Job location

Kabul, Afghanistan is a non-family duty station. Housing is provided at a moderate standard as part of the NRC contract. Four rest and recuperation periods out of the region are offered during a 12 month contract.

- Afghanistan