

Introduction

At MSI Reproductive Choices, our mission, 'Children by choice, not chance', is at the heart of everything we do. We provide high-quality contraception, safe abortion where it is legal and post-abortion care services, and work with advocacy to create an enabling environment for safe access for all. All team members must support us in our mission.

We want individuals who believe in our mission and who can clearly describe how and why they feel that what MSI Reproductive Choices does is important. To achieve this, every candidate is given the opportunity to provide their thoughts and opinions on our mission statement in the online application form. We only consider applications from candidates who are aligned with MSI Reproductive Choices mission and vision to ensure choice for every woman and girls in the countries where we work and that staff are not put in a conflicted position with their own values.

MSI Reproductive Choices is committed to creating an inclusive environment with a workforce which is representative of the communities we serve. We're proud to be an equal opportunities employer and give equal consideration to all qualified applicants. MSI is committed to safeguarding and promoting the welfare of all team members and clients, with a focus on vulnerable groups. MSI committed to compliance with all fair employment practices including citizenship and immigration status.

Please note this role will be subject to full pre-employment background checks which may include, but is not limited to employment references, right to work verification, adverse financial checks, basic criminal record checks and risk database screening checks.

Key Skills

To perform this role, it is essential that you have the following skills:

- Fluency in French and English (written and verbal)
- Demonstrated ability to work in difficult conditions
- Ability to engage with and advise senior management in the region and headquarters
- Analytical skills particularly political and cultural matters and security
- Proven ability to work independently and self-task
- Excellent drafting and reporting writing skills
- Security management training in humanitarian principles of safety in field programmes
- Ability to initiate, develop and maintain relationships with field staff and senior managers, peers and external stakeholders
- Ability to communicate effectively both orally and in writing, including with people who have no security training
- Ability to influence, negotiate and motivate diverse staff
- Certification in first aid training is desirable.

Person Specification: Sahel Security Adviser



Key Experience

To perform this role, it is **essential** that you have the following experience:

- At least 3-4 years proven experience tackling security issues in fragile states or conflict environments
- Minimum 2 years working with INGO in a security management role, preferably in the Sahel or Francophone West Africa
- Experience as a trainer in security topics and ability to develop learning possibilities for adults from diverse backgrounds
- Team management - including capacity building of direct or indirect reports
- Experience of managing complex security crises
- Experience writing and reviewing security management plans
- Previous experience or understanding of the nuances of working within Sexual and Reproductive Health is desirable.

Formal Education/qualification

- University level (bac + 4) or professional experience of at least 5 years in the field of security.

Personal Attributes

MSI Reproductive Choices is dedicated to equal opportunity for all and recognises that every individual is unique. Whilst we always seek to embrace individual differences and celebrate the diversity of our workforce, we also want to ensure that every team member is suited to their role and that they are given the best opportunity to succeed.

The personal attributes described below have been developed in accordance with the job description and other contextual factors relating to the role and are considered **essential**. For this role, we're looking for an individual who is:

- Willing to travel to remote, sometimes stressful locations
- Committed to the protection of team members and clients, with a focus on vulnerable groups
- Able to role-model inclusive and culturally sensitive attitudes and behaviours
- Pro-choice
- Interest in public health, sexual and reproductive health
- Strongly results oriented
- Flexibility to operate in a changing environment.

All MSI Reproductive Choices person specifications are subject to a language neutrality test prior to approval and we're always looking for new ways to make our recruitment process as fair and unbiased as we can. If you'd like to provide feedback on MSI Reproductive Choices recruitment process, please do so via email to

recruitment@mariestopes.org.