

gisf



Technical Lead (SRM Capacity Strengthening)

Full time – working 37.5 hours per week

Salary: From £50,000 per year

Contract Type: Full Time – till December 2026 (*renewable subject to funding*)

Reporting to: Head of Programmes

Location: London, UK – remote UK considered

About GISF

The Global Interagency Security Forum strengthens NGO safety and security practices worldwide. We have more than 130 member INGOs and offices in London and Washington, DC. GISF's member-led structure makes us a trusted platform for collaboration, a driver of innovative security risk management (SRM), and a repository of best practices. We also work closely with policymakers to enhance their understanding of SRM. We strengthen NGO security practice worldwide by:

- Maintaining and building from our expertise in humanitarian security risk management
- Offering trusted platforms for coordination and knowledge sharing
- Driving innovation, capturing best practice, and improving SRM capabilities.
- Supporting policy-makers and the humanitarian system to increase their understanding of SRM and maximise access to people in need

What We Offer

- 25 days of annual leave increasing after 2 years, up to a maximum 30 days (plus bank holidays)
- Office shutdown between Christmas and New Year
- Employer Pension contributions
- A focus on professional development, including access to overseas events, workshops, and training

The Job

The Technical Lead (SRM Capacity Strengthening) will bring extensive practical experience in NGO Security Risk Management (SRM) and training design and delivery to the GISF team.

This is a key role in disseminating knowledge generated through GISF's network of more than 130 members. Your primary responsibility will be to lead the development and delivery of virtual and in-person trainings and workshops to enhance the SRM capacity of GISF Members and the wider NGO sector. These activities will range from addressing strategic topics for senior SRM leaders to promoting best practices in operational coordination.

Global travel will be required, up to 25% of the year.

Drawing on your expertise, you will ensure GISF's products and services remain relevant and impactful. This includes leading the creation and regular updating of technical guides and developing practical tools based on GISF research for our Members and NGOs worldwide.

You will work closely with GISF's Technical Lead (SRM and Coordination), collaborating to meet the needs of Members and the NGO community.

Additionally, you will represent GISF externally, building relationships with regional NGO SRM coordination groups and attending events on GISF's behalf.

Job Description

Research, Guides and Training

- Lead the development and delivery of trainings and workshops to strengthen Members' and other NGOs' SRM capacity, leveraging GISF's technical guides, research, and projects.
- Responsible for the design and update of training material and contextualization based on the target audience
- Identify innovative approaches to support Members in building SRM capacity.
- Collaborate with external organizations (e.g., Members, NGOs, service providers) to deliver dynamic workshops for GISF Members.
- Work with the Membership and Communications teams to engage NGO platforms at the country and regional levels, increasing awareness of available capacity-strengthening activities.
- Engage and manage consultants, as needed, to support training and workshop delivery.
- Develop new technical guides for NGOs based on GISF research and best practices, and regularly update existing guides to ensure they remain current.
- Support the Research team by reviewing and contributing to terms of reference, assessing researchers' suitability, and ensuring outputs are practical and relevant.
- Monitor developments in NGO safety and security, identify key knowledge gaps, and coordinate with relevant teams to address them.
- Work with the Training and Travel Coordinator to maintain a long-term delivery plan for trainings and workshops, while remaining responsive to urgent requests for assistance.
- Support Members in coordinating and sharing best practices for internal training efforts.

Member & NGO Services

- May be required to travel at short notice to provide short-term SRM coordination support (up to 10 weeks) in coordination with NGO fora. Depending on access, this may need to be done remotely.
- Engage with country-level NGO coordination structures to assess and build their SRM coordination capacity.
- Contribute to GISF webinars and blogs by developing engaging and relevant content.
- Contribute to the development and analysis of member and NGO assessment tools.

External engagement, relationships, and frameworks

- Represent GISF in regional NGO SRM coordination bodies.
- Represent GISF at external events, including delivering presentations.
- Contribute to agenda development for events such as GISF's Forums, Humanitarian Networks Partnership Week, and AidEx.
- Develop and deliver sessions at GISF Forums and other events.
- Identify opportunities for GISF to present at or convene workshops, side sessions, and meetings aligned with its policy and program objectives.
- Work with communications, fundraising, and advocacy teams to ensure effective external engagement and achieve impact.

Operations

- Support the security management of GISF staff and programmes

Person Specification

Experience

- At least five years of demonstrated experience in NGO safety and security.
 - Varied experience working across the humanitarian, development and human rights sectors. (Desirable)
- At least two years of NGO operational experience
- Demonstrable experience in developing and delivering trainings to a range of audiences.
- Demonstrable experience in developing and delivering technical guides, security policies, etc.
- Experience participating in security coordination platforms.
- Demonstrable experience of project management, delivering to agreed outcomes, and monitoring and evaluating success.
- Experience in working collaboratively and inclusively with a wide range of colleagues and experts.
- Demonstrated experience working independently in difficult environments.
- Experience in access planning and negotiations. (Desirable)
- Experience participating in the response to an acute crisis. (Desirable)
- Experience working with national NGOs on SRM. (Desirable)

Skills and Knowledge

- Understanding of how to develop policies and procedures for an NGO, and how to tailor those to available resources.
- Understanding of modern training methodologies, both remote and in-person.
- A capable writer.
- A thorough knowledge of security risk management principles, security in unstable environments, duty of care, protection strategies, access.
- Awareness of key political issues affecting safety and security in the NGO sector.
- Strong relationship management skills and an ability to find solutions and common ground in the best interest of the organisation.
- Clear communication skills, with experience of speaking in public and to senior leaders and stakeholders.

Aptitude

- Confident communicator
 - Ability to work independently, but also to identify the need to convene or consult when needed.
 - Ability to work collaboratively and in line with organisational values.
 - Innovative and creative, bringing strong professional experience, aptitude and motivation to further the team's performance and profile.
 - Ability to network and establish good working relationships with a variety of contacts, comfortably engaging with people at a range of levels, as well as with those who have both significant and limited technical understanding of GISF's work.
 - Enthusiastic, willing to learn, and motivated by honing skills and working as part of a new team that is developing effective ways of working.
 - Committed to the vision, mission and values of GISF.
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All GISF staff are expected to undertake the following general duties;

- Work within the framework of GISF's core values, promoting its ethos and mission statement.
- Work towards achieving GISF's objectives
- Ensure familiarity with and adhere to all GISF policies and procedures and keep informed of GISF activities
- Undertake and apply learning from appropriate training and development programmes.
- Travel overseas, sometimes to developing countries and areas in conflict, as and when required.
- Undertake the role in a manner appropriate to the cultural context and within the local legal framework.
- Understand and uphold the standards outlined in GISF's Safeguarding Framework

How to Apply

Application is by submission of an application form, CV and cover letter. This should be sent to the Recruitment Manager (recruitment@gisf.ngo)

The cover letter should be no more than two pages, and explain why you are interested in this post with GISF and how your skills and experience make you a good fit.

Also complete the attached Application Form. Your application **will not be considered** without this

Closing date: 6 January 2025

For further details: See www.gisf.ngo/about or contact justina@gisf.ngo

Due to the high volume of applications that we receive, we are not able to respond to every application. If you have not heard back from us within 3 weeks after the deadline, it means that your application has not been successful.

As this post is UK-based, you will need to show evidence of your eligibility to work in the UK. Further information will be provided when an offer of employment is made.

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