



## Terms of Reference Freelance Security Advisor

### BACKGROUND

LAW is an independent, non-profit organisation comprised of human rights lawyers working in fragile and conflict affected areas in the Middle East, Africa and South Asia. We have a particular focus on gender equality and sexual and gender-based violence, natural resource exploitation, rule of law and accountability, and transformative justice, working to bring justice to those who need it most. LAW's ground-breaking work has received international and local media coverage, and recognition.

The Syria conflict has provoked “the world's largest humanitarian crisis since World War II”. Over 14 million people are estimated to be in need of humanitarian assistance inside Syria, 6.6 million displaced within Syria (United Nations Office for the Coordination of Humanitarian Affairs UNOCHA) and more than 5.6 million registered refugees beyond Syria's borders, the vast majority hosted by neighbouring countries. Between October 2019 and January 2020 alone, over 390,000 Syrians have been internally displaced due to the ongoing military offensive in Idlib, 80% of them women and children. Civilians have been the main victims of the conflict.<sup>1</sup> Serious human rights violations such as rape and sexual violence, arbitrary detention, enforced disappearances, forcible displacement, and summary executions emanate from all parties to the conflict. Women have been targeted differently than men during military conflict and wars. Women in Syria were and are subject to discrimination and gender-based violence. This fact should not obscure the role they have played in the uprising, nor their active organising to resist violence and enhance their participation in negotiation, peace-building and engendering constitution processes. Men are also victims of gender-based violence, a phenomenon that in many cases remains invisible.<sup>2</sup>

### Syria Programme

From 1 October 2019, a consortium led by Euromed Feminist Initiative is implementing Enhancing women's participation in decision making and peace building processes in Syria.

LAW provides support to survivors' associations, capacity building of Syrian lawyers and works towards victim centred justice for serious human rights violations and abuses. The programme seeks to increase access to justice for women and girls, those who have suffered from gendered crimes, and LGBTQI communities. The programme covers Syria and the four neighbouring host countries: Lebanon, Jordan, Turkey and Iraq.

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<sup>1</sup> [https://eeas.europa.eu/delegations/syria\\_en](https://eeas.europa.eu/delegations/syria_en)

<sup>2</sup> Check L. Khattab, H. Myrntinen, “‘Most of the men want to leave’ Armed groups, displacement and the gendered webs of vulnerability in Syria”, International Alert, July 2017. Further details related to the present project have been added to the full proposal.

<https://www.international-alert.org/publications/most-of-the-men-want-to-leave>



LAW is seeking a security advisor to assist with the management of the diverse threat environments in the four neighbouring host countries. The focus areas in each country are as follows:

- ❖ Lebanon: Beirut, North Lebanon, the Beqaa Valley
- ❖ Jordan: Amman, Al-Mafraq, Zaatari and Azraq camps, potentially Rukban
- ❖ Turkey: Southeastern Anatolia region including Gaziantep, Urfa, Kilis, and Hatay provinces. Syrian border areas (within 10km of border) including Bab al Hawa crossing
- ❖ Iraq: Iraqi Kurdistan, with a particular focus on Erbil, but also encompassing Duhok, Zakho and Rabia, with possible travel to disputed regions (Nineveh and Kirkuk)

The security advisor will work closely with LAW's Executive Director and the Syria programme team, providing relevant and up-to-date advice, to ensure that missions are prepared and conducted in such a way as to achieve the highest possible level of threat avoidance and mitigation. The successful candidate will combine the utmost professionalism, integrity and flexibility to support the mission team in safely identifying and connecting with Syrian survivors.

LAW is looking for a security advisor with extensive experience of providing security advice to international organizations and NGOs on field and mission security, as well as intimate knowledge of the local context and threat environments across the four mission countries. The security advisor will report to LAW's Syria Programme Manager. The role of security advisor may include travel within the region.

## CONSULTANCY DESCRIPTION

**Reports to:**

Syria Programme Manager

**Duration:**

12 Month Rolling Period

From October 2020 – 30 September 2021

**Location:**

Middle East, preference to

Candidates based in Iraq

**Hours:**

30 days' work over 12-month period -

to be agreed with each assignment as required

**Functions/ Key Deliverables:**

The Security Advisor will have the following ad hoc activities to ensure mission preparedness and safe conduct of missions to Lebanon, Jordan, Turkey and Iraq:

- To provide an initial security briefing and a security de-brief to all LAW visiting staff and consultants.
- To be the first point of call for LAW staff if they are in a crisis situation and to organise for the staff to be moved to safety;



- To escalate matters to the LAW Executive Director and LAW Programme Manager Syria in cases of crisis or emergency;
- To advise on the necessity of a security detail for LAW staff on mission to the four target countries, given the mission objectives, mission schedule (including areas to be visited) and the overall security context in the target country at the relevant time.
- When necessary, to accompany LAW staff on mission the regions targeted by the programme, including transporting staff to and from meetings, and working closely with Programme Manager Syria to manage the threat environment in real time.
- To advise on procurement related to mission security by recommending service providers and suppliers, particularly as regards local security escorts, secure accommodation, long range radios, armoured vehicles, body armour, etc.
- Maintaining a good understanding of the regional threat environment and all risks relevant to LAW business operations.
- Liaising with all relevant security agencies to ensure situational awareness. These will include local security forces, diplomatic missions, private security companies and informal security networks.
- Maintaining close communication with LAW staff through face to face meetings, mobile, SMS and Skype communications.
- Monitor evolving threats and generate and disseminate threat reports as quickly as possible.
- Appropriate risk mitigation measures are recommended to counter emerging threats.
- During ongoing major security incidents, ensure that LAW staff on mission are kept updated on a regular basis.
- To work closely with LAW staff to ensure that risk and safety standard operating procedures (SOPs) are implemented.
- The handling of incidents and emergency response as per SOPs to ensure that staff are kept safe during times of crisis.

### **Skills and Qualifications Required:**

- Security expert with at least 10 years relevant experience demonstrated in hostile environments;
- 4 years' experience in the Middle East with knowledge and experience of the culture and context and excellent knowledge of the focus areas outlined above, preferably gained through previous experience providing security advice to international organizations or NGO actors working on the Syria crisis;



- Strong relationships with key security actors and stakeholders in the four mission countries, with a particular focus on the focus areas outlined above;
- Experience in running security trainings and awareness within NGOs;
- Excellent written and oral English, research and drafting skills, organizational and analytical skills;
- Strong communication and interpersonal skills and ability to work on own and take initiative;
- Ability to be flexible and meet deadlines;
- Ability to manage relationships at all levels, possess excellent negotiation and communication skills.

**Desirable:**

- Excellent written and oral Arabic.
- Previous experience assisting international organizations or NGOs working in active conflict environments.

## HOW TO APPLY

If you have strong relevant skills to support the programme we would like to hear from you.

**Deadline for receiving applications:** 18<sup>th</sup> October 2020

**Start date:** Immediate start, November 2020

Please email a CV and statement of interest (neither exceeding 2 pages of A4) in English to [recruitment@legalactionworldwide.org](mailto:recruitment@legalactionworldwide.org). The subject of the application should read ‘**Security Advisor – Syria Programme**’ and should include details of your service fee/daily rate.

Only shortlisted candidates will be contacted for interviews.

- LAW is an equal opportunity employer