THE INITIATIVE FOR
EQUAL RIGHTS

WE ARE HIRING A DIRECTOR OF SAFETY AND SECURITY

JOB TITLE: Director, Safety and Security

LOCATION: Lagos, Nigeria

REPORTING TO: Executive Director

WORK CLOSELY WITH: Director of Human Rights & Advocacy, Director of Sexual Health and Well-Being

DESCRIPTION

In the rapidly changing world of cyber security, there is never a dull moment for an innovative, inspiring and get-it-done leader. As an organization working to protect and promote the human rights of sexual minorities nationally and regionally, we can't be found wanting in the data and lives we protect. So, we do our best to take extra precautions as we go on with our jobs. The Director of Safety & Security ensures we do just that. This individual must be able to lead the security department of the organization; help build a culture of security across the staff and community members who are associated with the organization. We cannot stop there; this individual must be prepared to be a thought leader across human rights and advocacy issues and demonstrate an understanding or the willingness to learn, adapt or keep up to date with latest cybersecurity trends to be able to tailor it efficiently to the needs of the organization.

ESSENTIAL DUTIES AND RESPONSIBILITIES

(Additional duties may be assigned)

The Director of Safety and Security will be responsible for developing, coordinating and implementing policies, standards, and procedures to safeguard information systems and data. You will be tasked with developing, communicating and enforcing organization-wide security policies, procedures, standards and best practices, and helping other partners of the organization with integration of sound security components into their systems/structures.

Additionally, you will:

- Help various units within the organization as well as partner organizations understand and establish acceptable levels of risk, and proactively reduce the potential for incidents that pose security threats.
- Evaluate and deploy effective technical/security solutions or tools that improves the security of the organization.
- Create and Distribute monthly, bi-annual, quarterly or annually reports when due.
- Respond quickly and effectively to new threats and vulnerabilities.
- Develop and manage effective recovery plans that ensure the responsiveness of critical applications during natural disasters or other interruptions in primary service.
- Protect data privacy and information integrity in response to organization's needs and compliance requirements.
- Be aware of and disseminate the latest information and best practice on security issues.
- Train security concepts and conduct security awareness programs for staff and groups associated to the organization.
- Design incident response best practices including the organization's initial response to a security breach or other incidents.
- Implementing measures to prevent further damages (physically or digitally)
- Be responsible for compliance on IT Controls.

- Interface with staff and partner organizations considering IT or IT security concerns, as needed.

REQUIREMENTS

- Bachelor's degree in either Information Security, Computer Science, Information Management Systems, or related field or equivalent work experience.
- Minimum 2-3 years of leadership experience in IT Security, cyber security, IT Audit, Risk Assessments, related are required.
- Technology background that includes experience serving as an IT Security department or unit lead.
- Operates with a sense of urgency about executing the department's goals and missions; and can adapt quickly to evolving leadership requirements.
- Possesses strong situational awareness; demonstrates maturity, seasoning and good judgment; has the adaptability and agility to absorb and digest what is happening within a dynamic and rapidly evolving environment and respond accordingly.
- Confident; listens, takes advice and seeks out advice; operates with a quiet competence; demonstrates humility, openness, and transparency.
- Possesses unquestioned ethics and integrity; models company values in every interaction and capable of holding themselves and the organization to a higher standard (understands the organization's critical role in making the Internet work every day and connecting people to where they want to go); a values-based leader who sets the tone at the top and leads by example.
- Possesses technical skills such as penetration testing, website audits, wifi audits, etc.

- Competent in IT risk assessment and management, IT continuity management, IT governance formulation, and organizational change management.
- Excellent verbal and written communication skills.
- Ability to react to high-pressure dynamic changing environments.
- Ability to train security concepts and conduct security awareness programs for staff and groups associated to the organization.
- Strong people leadership and management skills.
- Fosters and builds a collaborative working relationship with other staff members.
- Motivate and lead both direct reports and cross-functional teams.
- Professional experience in running the information security office analyzing and applying information security, risk management, and privacy practices.
- Extensive experience in strategic planning, budgeting, and allocation.
- Knowledge of SAFETAG Framework.
- Experience with secure coding standards, ethical hacking techniques, IDS/IPS, SIEM

RELEVANT CERTIFICATIONS

CISSP, CEH, CISM, CISA, or any other cyber security credentials.

COMPENSATION

The salary for this role is N350,000 monthly before taxes. This is a full-time position for employment. We are seeking exceptional applicants and offer excellent employer-paid benefits and working perks.

METHOD OF APPLICATION

Interested and qualified candidates should send their cover letter and CVs to jobs@initiative4equality.org

Email subject should read: **DIRECTOR, SECURITY AND SAFETY**

APPLICATION CLOSING DATE: Application for this role closes by 10 a.m. on the 27th of September, 2019.

Only shortlisted candidates will be contacted.

TIERs believes that diverse teams are strong teams. We are an equal opportunity employer committed to workforce diversity, composed of teams with a mix of genders, ages, education, and multiple tribes, faiths, and socio-economic backgrounds. We encourage candidates of all genders, ages, abilities, orientations, ethnicity, and origins to apply.