



**TOR – SAFETY AND SECURITY FOCAL POINT OFFICER
(FREE TO BE ME PROJECT)**

JOB TITLE: SAFETY AND SECURITY FOCAL POINT OFFICER

LOCATION: Lagos, Nigeria

REPORTING TO: Committee of Action (COA)Facilitator, Human Rights Program Officer

SECONDARY SUPERVISOR: Executive Director

SUMMARY: Free To Be Me is an ambitious, daring, and innovative program that will help build a vibrant LGBTIQ+ movement that is confident and capable to lobby and advocate for their human and economic rights. Our alliance comprises three consortium members – **Hivos, ILGA World, and Positive Vibes** – and three technical partners – **Sogi campaigns, the Global Interfaith Network (GIN), and Workplace Pride**. Together we will coach, accompany, fund and train LGBTIQ+ persons and organizations to influence norms and attitudes, generate (public) support, and promote laws, policies, and regulations that recognize, respect, and protect LGBTIQ+ people’s rights. Brave and persistent LGBTIQ+ activists around the world have built communities, taken to the streets, filed lawsuits, and advocated for their rights, in the past decades. Thanks to their lobby and advocacy, “sexual orientation” is enshrined in protective laws in more than 80 countries. In many countries, media and cultural productions are more diverse, while allies such as human rights and women’s organizations, progressive religious leaders, large and small businesses, social influencers, and creatives increasingly – and publicly - support LGBTIQ+ rights. However, there remains a lot to fight for. Consensual same-sex intimacy is criminalized in 69 countries, and access to appropriate IDs is impossible for many trans and intersex people. Legal provisions are used to harass and detain LGBTIQ+ people, while legislation that explicitly protects them remains absent. Intersex people are subjected to medical and societal abuse, and, due to a lack of meaningful, coordinated efforts, sexual orientation, gender identity or expression, and sex characteristics (SOGIESC) are still excluded from many socioeconomic development agendas, such as the Sustainable Development Goals (SDGs).

Main goal of the job

The Safety and Security Focal Point (SFP) coordinates safety and security among different organizations and groups that participate in the CoAs. She/he/they can facilitate adherence to safety and security standards across the CoA. She/he/they bring good and positive energies, to facilitate the creation of a safe environment, and will be responsible for upholding Free To Be Me values and principles and translating them into practice.

The SFP will ensure that the community of action and the host organization are working within an environment consistent with accepted minimum safety and security standards. This

Embrace Diversity.....Stop Discrimination



encompasses the development of security plans and mainstreaming the individual and collective sense of security and safety awareness and responsibility. The role also consists of advising the Free To Be Me, consortium partners, on security challenges, developing risk assessments, and proposing risk reduction measures in addition to developing, maintaining, updating, and implementing when necessary, security protocols and operating procedures according to the changing situation. She/he/they will facilitate and support the development and implementation of organizational level and joint project proposals and reports, in line with *Free To Be Me* guidelines. In doing so, she/he/they will closely work together with relevant consortium-staff, particularly with the Safety and Security Expert from Hivos.

The SFP is preferably is a young person (under 35) preferably from one of the rightsholder groups. She/he/they will be connected with the other SFPs to exchange experiences and learn together. Throughout this process, she/he/they will be coached by Hivos.

RESPONSIBILITIES

- Facilitate the CoA in developing and regularly updating Safety and Security Management Plan and tools following the nature of safety and security risks including detailed threat assessment, security protocols, standard operating procedures for personal movement & transport, office, tele/radio communications, incident report sheets, asset protection, etc.
- Strengthen the capacities of CoAs in analyzing the parameters of the working environment by assessing the nature of the threats and (community of action CoAs) vulnerabilities concerning the emergency situation.
- Guide the CoA in the integration of safety and security measures in their daily activities.
- Offer technical expertise to CoAs in identifying any potential threats to rights holders, information, or physical safety.
- Alert the host organization and CoA members of possible internal security threats as well as external ones.
- Strengthen the capacity of CoAs in implementing the most effective systems for protecting rights holders.
- Facilitate capacity strengthening sessions efforts to empower rights holders to prevent security threats of any kind
- Support the CoA and host organization in developing, writing, and publishing materials outlining security procedures.
- Link the CoA to a network of contacts among local actors to facilitate the CoAs work and enhance the security of its operations.

REQUIREMENTS

This position is for nationals or residents of Nigeria

Embrace Diversity.....Stop Discrimination

Plot 9B Nob- Oluwa Street, Opposite, Babcock University School, Ogba Estate Scheme II, Ogba, Lagos. +234-8125549015

Email: info@initiative4equality.org www.initiative4equality.org tiers4equality.blogspot.com **Twitter:** TIERsNigeria **Facebook:** The Initiative for Equal Rights



THE INITIATIVE FOR EQUAL RIGHTS

The Security Focal Point:

- Has expertise in developing security-related technical tools guidelines and systems, IT security management skills are an asset
- Ability to teach basic personal safety and security.
- Strong assessment, evaluation, analysis, and strategic planning skills.
- Have experience and a passion for working with the LGBTIQ+ community.
- Has a progressive and positive view on rights holder's economic empowerment
- Believes in Free To Be Me values, and is accountable to them.
- Is keen on ensuring ownership by local, young, rightsholder-led, organizations, and in finding innovative and creative solutions to realize goals.
- Preferably is a young person, and preferably identifies as part of one of the rightsholder groups.
- Gets energy when she/he/they can bring people and organizations together around a shared goal.
- Has the confidence to manage and facilitate groups and loves to do so.
- Can establish productive and innovative collaborations, including between organizations, groups, and persons that maybe do not always work together.
- Is a good communicator, with strong interpersonal skills, and natural empathy
- Is self-aware and possess a comfort with their own identity and a diverse range of other identities, such as sexual and gender identities
- Is committed, able to build others' trust and keep confidence, and takes responsibility for personal performance
- Flexible attitude, creative, innovative, sense of humor.
- Relevant degree or comparable work experience, and academic level of working and thinking.
- Minimum of three to five years of relevant working experience on Safety and Security, and/or in working with young people, and/or in programme design, implementation, monitoring, and evaluation.
- Experience with or an appetite for working in international teams.
- Lived experience as a part of one or more of the rightsholder groups is an asset.
- Full professional proficiency in English

We prioritize applications from persons that belong to the rightsholder groups.

COMPENSATION

The Salary for this role is N175,000 monthly. This is a contract position. We are seeking exceptional applicants and offer excellent benefits and working perks

How to apply?

Kindly send your resume and motivation letters to jobs@initiative4equality.org on or before **1st April 2022**

Embrace Diversity.....Stop Discrimination



THE INITIATIVE
FOR EQUAL RIGHTS

*Please indicate in the email subject line the position you are applying for, which is **Free To Be Me – Safety and Security Focal Point Officer**. Only shortlisted candidates will be contacted.*

Embrace Diversity.....Stop Discrimination

Plot 9B Nob- Oluwa Street, Opposite, Babcock University School, Ogba Estate Scheme II, Ogba, Lagos. +234-8125549015

Email: info@initiative4equality.org www.initiative4equality.org tiers4equality.blogspot.com **Twitter:** TIERsNigeria **Facebook:** The Initiative for Equal Rights