

Head of Global Safety & Security, HQ based

Frist:
10-08-2025

DanChurchAid is looking for a new Head of Global Safety and Security responsible for ensuring the safety and security of colleagues and operations in DCA Country Offices where we work.

Kontaktperson:
Karin Elisabeth Lind

Who we are

DanChurchAid (DCA) supports people in the world's poorest countries in their struggle for a dignified life and helps those whose lives are in danger. We intervene with humanitarian aid in disaster-stricken areas, provide long-term support through development aid in poor areas and promote initiatives to create a more equal and sustainable world.

We show leadership and continue a 100-year tradition of hope and action. DanChurchAid is active in Africa, Asia, the Middle East and Ukraine with a presence in 19 countries and works to achieve four global goals: Saving lives, Building resilient societies, Combating extreme inequality and Creating engagement. These goals reflect our work across humanitarian efforts, development and human rights.

Arbejdssted:
Copenhagen

Job Overview

As Head of Global Safety & Security your responsibility will be broad and include tasks like maintaining and implementing safety and security strategies and procedures, conducting risk assessments, managing incidents, providing training of colleagues and building relationships with relevant stakeholders.

Programmes and project activities are diverse and implemented either directly or in collaboration with partners, and includes humanitarian response and mine action, including demining, conflict prevention and peace building as well as resilience and longer-term development.

You will report directly to the International Director and be part of International Management and work closely with the Programme Directors and the Head of Humanitarian Response and Mine Action Unit.

The Head of Global Safety and Security will be based at DCA's HQ in Copenhagen; however, the job entails frequent travel to DCA Country Offices.

Your contribution is appreciated, and your key responsibilities will be:

- **Maintaining and implementing safety and security frameworks and procedures:** This includes creating context-specific plans, standard operating procedures, and contingency plans to mitigate risks.
- **Conducting risk assessments:** Support the regularly assessment of potential threats and vulnerabilities in operational areas and develop appropriate mitigation strategies. Coordinate and support the Country Programme safety and security threat and risk analysis.
- **Managing incidents:** Participate in the Crisis Management Team and respond to security incidents, support and conduct investigations, and ensure proper reporting to management and other relevant stakeholders.
- **Building and maintaining strategic relationships:** Develop and maintain strong working relationships with other humanitarian actors and strategic alliances including the ACT alliance, and make sure that DCA has updated and relevant knowledge about safety and security debates and developments.
- **Providing training and capacity building:** Train staff on safety and security procedures, emergency response protocols, and risk awareness, and ensure sharing and learning in DCA network of Safety and Security personnel.
- **Monitoring and reporting:** Track security incidents, analysing trends, and providing regular updates to management, country offices and relevant stakeholders.
- **Ensuring compliance:** Ensure that all safety and security frameworks and procedures are adhered to by staff and partners. Ensure that the DCA Gender Policy is foremost in the implementation of security procedures and protocols, and support the implementation of the PSEA Policy, where staff safety and security are concerned.

Your Profile

It is crucial that you enjoy providing hands-on safety and security support to programmes and colleagues in the field, as well as thrive with organising, structuring, and documenting procedures and processes.

We expect that you resonate with our purpose and the successful candidate will have 10-15 years of documented experience working with safety and security therefore we would like to see you

have:

- No less than three years' field experience in volatile contexts and conflict-affected environments, preferable with an INGO.
- Minimum of five years' documented management experience.
- Minimum of bachelor's degree level education or equivalent in a relevant field.
- Strong analytical and writing skills and the ability to provide conflict analysis.
- Ability to communicate safety and security issues and concerns in a credible, consultative, and professional manner, that engages support and empowers strong decision making.
- An 'enabling' and solutions-driven outlook and excellent interpersonal and teamwork skills.
- Well-versed in data collection/management.
- Vast experience with delivering safety-related training to both national and international staff members, including the ability to train and convey information to non-safety personnel.
- Fluent in English – language skills in French and/or Arabic is a strong advantage.
- Strong initiative and self-motivated, with a strong commitment to humanitarian principles.
- Ability to manage a busy workday with conflicting deadlines, and have an organised, structured approach.

Even if you don't match all the above-mentioned skills, we welcome your application if you think you have transferrable skills.

What we offer

At DCA, we are committed to providing a supportive and rewarding work environment that enables you to thrive while making a meaningful difference.

- Contract starting at the latest 1st October 2025
- Good colleagues in a rewarding and empowering workplace
- Salary based on DCAs collective agreement - an attractive pension and insurance scheme will apply
- Work time is 37 hours per week including lunch break
- Flexible working hours

Recruitment process

Please upload your motivated application and CV no later than **10th August 2025**. Only shortlisted candidates will be contacted. Applications received by email will not be considered. Interviews will be conducted in the week of 18th of August.

If you have questions regarding this position, please send them to Karin Elisabeth Lind, International Director, keli@dca.dk or Roger Fasth, Programme Director, rofa@dca.dk.

Please also note that DCA cannot offer housing, schooling or relocation, and adherence to legal and formal conditions to live and work in Denmark are a requirement and the responsibility of the candidate, hence only candidates with a valid work permit for Denmark will be considered.

We encourage you to apply

All interested candidates irrespective of age, gender, race, religion, sexual orientation, abilities or ethnic affiliation are encouraged to apply for the vacancy. DCA conducts an anti-terror check as part of the recruitment process. It is a prerequisite that you can pass this check and maintain this status throughout your employment with us. Everyone applying for a job with DCA must be ready to comply with our Code of Conduct, Staff Policy on Prevention of Sexual Exploitation, Abuse and Harassment and our Child Safeguarding Policy.