

Job Title: Safety and Security Specialist

Location: London, UK preferred, or Addis Ababa, Ethiopia; Accra, Ghana; Beirut, Lebanon; or Kampala, Uganda (Only candidates who are eligible to work legally without work visa sponsorship in the country will be considered.)

Contract Type: Full-time (40 hours per week), long-term engagement

Hiring Salary: This is a national position. Please refer to [Appendix I](#) for the hiring salary for each country.

Target Start Date: As soon as possible

Application Closing Date: June 9, 2026 23:59 GMT

This job advert is for an existing vacancy.

About Right To Play:

For more than 25 years, Right To Play has been protecting, educating, and empowering millions of children each year to rise above adversity through the power of play.

We offer programs in 13 countries across Africa, Asia, the Middle East and North America, reaching millions of children each year in some of the most difficult places on earth, helping them to stay in school and learn, overcome prejudice, heal from trauma, and develop the skills they need to thrive. We do this by harnessing play, one of the most fundamental forces in a child's life, to teach children the critical skills they need to dismantle barriers and embrace opportunities, in learning and in life.

This work is supported by our two global offices in Toronto, Canada and London, UK; and seven National Offices in North America and Europe.

Benefits Highlights:

- Connect and collaborate with a global team who are passionate about protecting, educating and empowering children and youth using the power of play!
- Culture premised on our **Culture Code (accept everyone, make things happen, display courage, demonstrate care, and be playful)**
- Paid leaves
- Competitive benefits
- Learning opportunities and 5 learning and development (L&D) days per year
- More information on what we offer is available on [our website](#).

Application Method:

Apply with your resume and cover letter in English via the application link:

<https://righttoplay.hiringplatform.ca/240178-safety-and-security-specialist/1088715-application-form/en>

Right To Play provides equal employment opportunities to employees regardless of their gender, race, religion, age, disability, sexual orientation or marital status. We strongly encourage groups who have been historically disadvantaged with respect to employment to apply for positions at Right To Play.

As part of our selection process, final candidates will be required to complete security checks and Vulnerable Sector Check or equivalent criminal record check as a condition of the offer. More details about our recruitment process are available [here](#). Safeguarding information is available [here](#).

As part of our recruitment and selection process, Right To Play uses Artificial Intelligence (AI) - assisted tools to support the assessment of candidates or applications. This may include but not limited to generating and editing of job adverts, assessment and interview questions, scheduling, translation, transcription, note taking, etc. Our Applicant Tracking System (ATS), VidCruiter, also use AI-powered ChatBot to answer candidates' enquiries. These tools are used only to assist human reviewers in evaluation and do not make selection or screening decisions. All hiring decisions are made by human reviewers. All AI-assisted processes comply with applicable privacy and data protection regulations, including GDPR and PIPEDA. For more information, please refer to [RTP AI Policy](#) and our [Best Practice: Use of AI in Recruitment](#).

We value and promote a culture of diversity, equity, inclusion, and belonging. We are committed to providing accommodations to candidates with disabilities during the recruitment and selection process, and thereafter. Please reach out to the People & Culture team by email at careers@righttoplay.com. **All information provided will be treated as confidential and used only to provide an accessible candidate experience.**

Job Description:

Job Title: Safety and Security Specialist	Grade: 9
Reports to: Chief People and Culture Officer (CPCO)	Location: London preferred or Ethiopia, Ghana, Lebanon or Uganda
Direct Reports: None Indirect Reports: Technical oversight of the in-country Safety and Security Focal Points (SSFP)	Department: People and Culture

1-Purpose:

Safety and Security Specialist safeguards Right To Play (RTP)’s people, assets, and operations by leading effective safety and security risk management across all contexts. The role ensures appropriate policies, preparedness, and incident response frameworks that enable programs to operate responsibly in volatile environments while advising leadership and fostering a strong culture of safety and accountability.

2- Accountability & Responsibilities:

Work to deliver against a set of KPIs in security overseen by RTP's Executive Team (ET) by: (25%)

- Lead on the continued development of adaptable security measures for RTP's different methods of programme delivery.
- Mentor and developing a network of Safety and Security (S&S) Focal points to deliver in-country security procedures with Country Directors
- Regularly monitor and audit of security KPIs at country level
- Support ET members integrate security measures/considerations in the areas they oversee
- Promote security measures at country level and developing a culture of security across RTP's global programmes.

Security Management (25%)

- Develop and oversee global S&S policies, standards, roles and responsibilities and minimum requirements including Risk Assessments (SSRAs) and Standard Operating Procedures (SOPs) for all areas of operation.
- Ensure implementation and consistent application of RTP S&S Principles, standards, and KPIs
- Ensure alignment with humanitarian principles and international best practice
- Monitor and report on S&S implementation for RTP, through regular external audits or self-assessments
- Advise ET on all aspects of S&S helping them to understand what risks are acceptable, under what conditions and actively promotes a strong culture of S&S among the RTP team

Incident Management (20%)

- Coordinate all S&S incident responses and promptly report incidents to the CPCO
- Advise and review contingency plans, including hibernations, relocations and security or medical evacuations.
- Monitor and support the effective use of all communication systems (HF, VHF, satellite phones, mobile phones and the internal security information tree) and procedural compliance.
- Lead or coordinate responses to serious incidents (e.g. staff injury, kidnapping, detention, attacks) and Act as a central coordinating point during major crises
- Ensure clear incident reporting, investigation, and learning

Information Collection, Analysis and Sharing (15%)

- Collect information on safety and security issues relevant to RTP and share with the country leadership team and Global Crisis Management Team (GCMT)
- Disseminate information on safety and security to RTP staff
- Compile monthly reports on safety and security and share with the CPCO, Unit leads CD and RTP SSFP
- Participate in networking with other NGO and UN safety and security representatives and fora

Capacity Strengthening, Learning and Compliance (15%)

- Design, coordinate, and oversee organizational safety and security training, including core learning for staff and coaching SSFPs to deliver context-appropriate training.
- Establish and maintain safety and security orientation processes for new staff, interns, volunteers, and visitors, including travel protocols and arrival briefings.
- Build leadership and staff understanding of individual and collective safety and security responsibilities, reinforcing a culture of shared accountability and duty of care.

- Monitor overall compliance with S&S policies and procedures, identifying trends, gaps, and risks, and escalate concerns to line management and leadership as appropriate.
- Provide technical guidance and support to managers on addressing non-compliance, including recommendations for corrective actions when needed.
- Ensure systems are in place for reporting work-related injuries, accidents, security incidents, and fatality risks, and promote timely and accurate reporting.
- Provide functional oversight and guidance for contracted or assigned security personnel (e.g. guards), where applicable, in collaboration with operations and management teams.

Perform other duties as assigned.

3- Scope (geographical and/or functional), Impact and Autonomy

This is a global role that has an oversight on all S&S work within RTP and ensures support and guidance are provided to country teams and all other global units including security in travel.

4- Leadership and Staff management

- Coach and support the development and building of a high performing team of around 12 S&S focal points and advise ET, Country Directors and Unit leads on Security matters.
- Support the recruitment and onboarding of colleagues that act as S&S focal points or have key responsibilities on S&S according to the framework.

5- Information requirement for decision-making

- Make decisions/recommendations based on the documentation/data/information shared by the country offices and global units and cross referencing the same with the RTP network information/ government sites/ manuals/globally accepted practices and principles.
- Require sometimes consolidation and analysis of information from all countries requires to reach decisions that are linked to organization's priorities and values.
- Information may not always be readily available and may require ongoing effort to stay updated in order to provide accurate and timely advice withing tight deadlines and sensitive environments at times.

6- Innovation and Improvements

Keep track of innovations in security practices including new tools and efficiencies in risk mitigations. Continuously innovate security measures in response to evolving RTP governing model. Monitor and proactively facilitate after action reviews for incidents and shares findings and action plans that drive improvements to the overall S&S practices

7- Relationships & Communications: Internal / External

Work closely with the Global Crisis Management Team, Global Director Country Offices, Logistics and Operations Manager, Unit leads and S&S Focal Points on Safety and Security matters. Maintain a professional and friendly relationship with all RTP team. Externally form part of security networks and manage key providers

8- Expertise (Certifications / Education, Professional Experience/Language)

- Security and Risk management qualification or equivalent experience and up to date training certificates in hostile environment training (HEAT), crisis management training, stress and resilience.
- Extensive experience of security management in at least 3 of the following regions: Africa, Americas, Asia, Middle East or Europe, ideally in multiple countries with varied risk profiles, and in the context of NGO, INGO, news media or inter-governmental agency operations
- Proven experience developing and implementing non-standard security policies, frameworks and practices. This includes delivering security measures across a mixed portfolio of programmes.
- Demonstrated cultural sensitivity and a strong understanding of the legal, moral, and contractual duty of care obligations required of humanitarian and international organizations with devolved accountability and responsibilities.
- Strong understanding of an organization's duty of care requirements and how this will integrate with other good security and safeguarding practices, health and safety legislation and organizational needs in various countries.
- A strong and well-developed network of contacts with relevant external providers, as well as key professionals working with these providers
- Experience of hostile or complex operating environments with a demonstrable understanding of the challenges faced by international organisations and the NGO sector
- Good communication skills in spoken and written English essential. Including experience of writing and reviewing policies, procedures and plans. Knowledge of other languages spoken in the region would be a significant plus.

9- Core Competences

- **Collaboration:** Display calm and credible leadership under pressure, communicate and deliver on a clear course of action in effective collaboration with colleagues. Able to influence change with individuals unfamiliar with security or where security has not been understood as a priority.
- **Growth Mindset:** Establish a culture of feedback and opportunities for continuous learning and skills development, encouraging new ideas and new approaches for improvement. Creative and flexible in developing and implementing practical solutions to challenges
- **Resilience:** A high level of resilience and drive, able to be flexible, adapt to change as required. Excellent political judgment, responsiveness, ability to provide leadership and support for security-related emergencies
- **Professionalism:** Demonstrate alignment with the organization's Culture Code; works respectfully and with cultural sensitivity across contexts. Is comfortable operating in a diverse, anti-racist, female-led organization grounded in humanitarian principles.
- **Management and Interpersonal Skills:** Mentor diverse teams with influence, fostering trust, high performance, and shared ownership of outcome

10- Additional Information

The role requires travel to RTP countries and may travel to HQs, along with flexibility to work outside standard business hours to collaborate effectively with country and global teams from multiple time zones.

Appendix I: Hiring Salary for Each Country

Hiring salary is dependent on the successful candidate's location. This is a national position and salary will be paid in the local currency. Please note that this salary will be subject to the usual deductions, including required taxes.

- **Ethiopia:** ETB 323,718 per month
- **Ghana:** GHS 20,636 per month
- **Lebanon:** USD 4,758 per month
- **Uganda:** UGX 12,675,067 per month
- **United Kingdom:** GBP 63,618 per annum