

# SSR Advisor

## DCAF's International Security Advisory Team (ISSAT)

DCAF – Geneva Centre for Security Sector Governance is dedicated to improving the security of states and their people within a framework of democratic governance, the rule of law, and respect for human rights. DCAF contributes to making peace and development more sustainable by assisting partner states and international actors supporting these states, to improve the governance of their security sector through inclusive and participatory reforms. It creates innovative knowledge products, promotes norms and good practices, provides legal and policy advice and supports capacity-building of both state and non-state security sector stakeholders.

DCAF's Foundation Council comprises 63 member states, the Canton of Geneva and six permanent observers. Active in over 70 countries, DCAF is internationally recognized as one of the world's leading centres of excellence for security sector governance (SSG) and security sector reform (SSR). DCAF is guided by the principles of neutrality, impartiality, local ownership, inclusive participation, and gender equality. For more information please visit [www.dcaf.ch](http://www.dcaf.ch).

ISSAT is a Department of DCAF established in 2008 in response to the need to increase the capacity of the international community to support Security Sector Governance/Reform (SSG/R) processes, to enhance the effectiveness and quality of SSG/R programming, and to facilitate the coordination and coherence of international assistance for nationally driven SSR/G processes. It provides practical support to the international community in its efforts to improve security and justice, primarily in conflict-affected and fragile states. It does this by working with a group of member states and institutions to develop and promote good security and justice reform practices and principles, and by helping its members to build their capacity to support national and regional security and justice reform processes. The ISSAT provides a deployable capacity to support its Governing Board Members. For more information, please see: [www.issat.dcaf.ch](http://www.issat.dcaf.ch)

We are looking for a motivated and experienced individual for the role of:

### **SSR Advisor - (100 %)**

**Location:** Geneva (with regular travel)  
**Starting date:** 1 April 2020 or upon mutual agreement  
**Duration:** Unlimited

## **The role**

Reporting to Deputy Head of ISSAT (with delegation to Heads of service lines (advisory field support (AFS), professional development and training (PDT), and advocacy & outreach and knowledge (OAK)) or other programme leads, depending on the task), the SSR Advisor will work in relation to ISSAT's mandates and activities across all of the service lines

## **Key areas of operation:**

- Provide strategic and technical advice and guidance in the area of Security and Justice to ISSAT's bilateral and multilateral Governing Board Members engaged in security and justice sector reform programme design, assessment and monitoring and evaluation missions;
- Lead or contribute to individual Justice and Security Sector Reform support missions related to mappings, assessments, programme design, mentoring, lessons identification, and monitoring and evaluation (M&E);
- Lead or contribute to the design and delivery of standardized or tailored training programmes, courses and conferences to meet donor, partner and organizational needs;
- Contribute to DCAF-ISSAT's development and dissemination of knowledge products based on good practice and lessons identified from the field;
- Build and maintain effective liaison with ISSAT's Governing Board Members, the wider SSR community, and other actors working on linked thematic areas; and,
- Input to the ISSAT strategic planning and prioritisation.

## **You :**

- Over 7 years relevant experience in security or justice reform contexts;
- Significant knowledge and experience in: assessments, programme design, setting up monitoring mechanisms, evaluations;
- Significant knowledge and experience in one or more of the following: governance mechanisms, justice reform, police reform, defence reform, border management, non-state security and justice providers, public financial management;
- Programme and project management skills;
- Good communication (verbal and written), influencing and presentation skills;
- Able to analyse situations quickly and effectively, adapt to rapidly changing circumstances and produce workable solutions to meet customer requirements;
- Knowledge of bilateral and/or multilateral approaches to SSR (e.g. AU, EU, OSCE, UN, etc), as well as knowledge of latest developments in the fields of rule of law, justice reform including transitional justice, human rights, gender;
- Masters degree in anthropology, development, law, conflict studies, international relations, or a related field;

- Fluency in English. Other languages strongly desirable (particularly French, German, Spanish, Arabic or Portuguese); and,
- Swiss or EU citizenship, or a valid work permit for Switzerland at the time of application is a prerequisite.

**We offer:**

- a rewarding, dynamic and challenging work experience;
- the chance to be part of a multicultural team of supportive, hardworking and values-driven people; and,
- the chance to contribute to a more secure world.

If you think you are a good match for DCAF and the position advertised, please send your application to [ISSATrecruitment@dcaf.ch](mailto:ISSATrecruitment@dcaf.ch) by **midnight (CET) on Friday 7 February 2020** with the subject heading "APPLICATION SSR Advisor", enclosing:

- a one-page motivational statement in English describing your story and what you can bring to DCAF; and,
- a concise CV (maximum two pages).

DCAF is an equal opportunities employer that considers applications from all qualified candidates.