



**Australian High Commission
Port Moresby**

Candidate Information Pack

Security Manager Security Section

Closing date: Friday 19 November 2021

Email enquiries to: pngahc.recruitment@dfat.gov.au

This information pack should assist potential candidates make an informed decision as to whether to apply for this position by explaining:

- the work of the Australian High Commission;
- the role we are recruiting for; and
- how to apply for the position.

POSITION DESCRIPTION

Position number	200378
Position title	Security Manager
Position type (full-time/part-time/casual)	Full-time
Classification level	LE5
Section/Agency	Section
Reports to (position title)	Counsellor (Security)
Location	Port Moresby

About the Australian High Commission, Port Moresby

The Australian High Commission (AHC) represents the Australian Government by advancing the interests of Australia and Australians in Papua New Guinea (PNG). Our primary national interest is in a strong bilateral relationship underpinned by a peaceful, secure and prosperous PNG and Pacific Region. The AHC is also responsible for apprising Canberra about developments in areas such as domestic politics, immigration, economics, trade and investment, culture, defence and development cooperation, with a view to informing Australia's foreign policy. We also promote a positive image of Australia, enhancing people-to-people links, and delivering consular assistance to Australians in need.

About the position

The AHC Security Section is looking for a dynamic, experienced, and well-connected security professional. Working in close collaboration Australian-based Regional Security Officers (RSOs), the officer will deliver effective security operations in support of the Australian Government's core foreign policy, development, consular and security objectives across PNG.

The role requires the provision of accurate, timely and well-informed security advice to AHC managers, including on cultural, historical, and contemporary factors influencing security.

The successful candidate will be able to demonstrate an ability to develop, maintain and utilise a broad range of security contacts and relationships across PNG, particularly with the RPNGC, PNGDF, local government officials and the private security industry. The officer will be required to undertake regular short-term domestic travel.

The key responsibilities of the position include, but are not limited to:

- Provide high quality and timely security advice and assessments on operational and strategic security issues in PNG
- Maintain a high level of situation awareness of factors influencing security in PNG, including developments in the political, social, economic and health sectors
- Build and maintain a network of security contacts across PNG, particularly with police, military, and the private security industry
- Liaise with and utilise contacts to inform security risk assessments and timely incident response
- Oversee the collection of all-source information on security and crime in PNG
- Assist in the implementation and management of a Diplomatic and Security practitioners Forum of under the guidance of the Counsellor (Security)

- Mentor, develop and guide junior locally engaged staff within the Security Section
- Assist the Counsellor (Security) and Post in the response to security and emergency incidents across PNG
- Conduct security inspections of AHC residences to ensure compliance with security standards
- Assist First Secretary (Security) in the maintenance and operation of Post's physical security equipment
- Oversee the operational activities of the contracted security guard service, including after-hours checks
- Liaise with contracted security providers on AHC security matters, including the conduct of targeted training and emergency response exercises
- Contribute to the development and maintenance of Post Security Instructions and emergency response/contingency plans, Security Risk Assessments, and other strategic plans in consultation with the Counsellor (Security) and First Secretary (Security)
- Participate in appropriate Post security forums and deliver security briefings to staff
- Assist in the management of security for Ministerial and VIP visits
- Other duties, as directed

Required skills and capabilities

- At least 10 years' experience in the private security industry, law enforcement, the military or other relevant field
- Knowledge of factors influencing security in PNG, including political, social, economic and health issues
- Demonstrated ability to work under pressure and deliver outcomes on time-critical issues
- Demonstrated organisational and management skills and a strong commitment to quality client service within a small team environment
- Demonstrated ability to work under limited supervision applying sound problem-solving skills and judgement
- Well-developed oral and written communication skills, including effectiveness in day-to-day negotiation, consultation, and liaison with internal and external stakeholders
- Other relevant qualifications in security and management, including security systems and equipment and an understanding of risk management principles
- Demonstrated commitment to high ethical standards and integrity
- Hold a valid Papua New Guinea driver's licence
- An existing network of contacts within the PNG security sector is highly desirable

Eligibility/Other Requirements

Offers of employment are conditional on the satisfactory completion of medical and local police security checks. The Australian High Commission is a COVID-19 vaccinated workplace.

ONE-PAGE PITCH

The Australian High Commission (AHC), Port Moresby uses the one-page pitch (**1,000 word limit**) approach to job applications. The one-page pitch streamlines the recruitment process for the AHC, the Selection Advisory Committee (SAC) and applicants.

Your one-page pitch should address your work experience and capabilities against the position description. It is a chance to tell the SAC why you are the right person for the job.

The SAC want to know why you are interested in the role, what you can offer the AHC, and how your skills, knowledge, experience and qualifications are applicable to the role. In a nutshell – why we should hire you?

Addressing the requirements of the position

The information in the position description (pages two), will help you understand the responsibilities and tasks of the position. The position description describes the skills, knowledge, experience and qualifications (if any) a person needs to perform the role effectively. The SAC will assess how applicants address these requirements to create a shortlist of applicants suitable to move to the next stage of the recruitment process.

It is essential to address any job-specific information or qualities that have been identified in the position description.

The pitch gives you the opportunity to tell a story and use examples that may cover a range of skills and experiences, such as organisational skills, oral and written communication skills, and the ability to work as part of a team.

You should provide relevant examples from your work, study or community roles. Be clear and to the point.

Please make sure you adhere to the 1,000 word limit, and thoroughly review your response checking all grammar, spelling and punctuation.

HOW TO APPLY

Applications must be submitted to the Human Resources Section at pngahc.recruitment@dfat.gov.au by 4:30pm on **Friday 19 November 2021**.

Late applications will not be accepted.

1. For your application to be considered, you must complete the **Job Application Form**. The form captures all the relevant details required at this stage, including:
 - Your personal details;
 - Your employment history;
 - The names and contact details of two professional referees;
 - Information regarding your education and qualifications;
 - Information regarding relevant training;
 - Information on any volunteer programs you have undertaken if they demonstrate personal achievements or relate to the position; and
 - Your one-page pitch.

2. Please do not include or attach the following documents:
 - Curriculum vitae; or
 - Certificates, awards etc.

These documents may be requested at interview.

Emailed applications **must** include your name and the job title in the subject line of your email for easy reference.

E.g. **John Smith – Security Manager, Security**

WHAT HAPPENS NEXT

Acknowledgement

Given the large number of candidates who apply for jobs at the Australian High Commission (AHC), only those shortlisted for interview will be contacted.

Shortlisting

The shortlisting of candidates will commence after the advertisement closing date. The timeframe for shortlisting will depend on the size of the application field, and may take several weeks to complete. The Selection Advisory Committee will shortlist candidates against the selection criteria and only those candidates who demonstrate the strongest claims will be shortlisted for interview.

Assessment of candidates

The Selection Advisory Committee may use a variety of methods to assess candidates. These may include an interview, a written exercise or a specific skills test.

Interview

The AHC will consider a candidate's availability for interview from the date applications close, unless advised otherwise. The Selection Advisory Committee will give a candidate a minimum of three days' notice prior to interview. Upon notification of selection for interview, the candidate should advise the Human Resources section of any special requirements.

All interviewed candidates will be advised of the selection process outcome via email.

Referee Reports

Candidates should include the details of two professional referees in their Job Application Form. Ideally, one will be a current or recent supervisor. In most circumstances, referee reports will only be requested from candidates shortlisted for interview.

Selection

The AHC's staff selection process is governed by the merit principle. The merit principle requires that selections are based on abilities, qualifications, experience and standards of work performance as reflected in the selection criteria and preclude discrimination on the basis of age, gender, race or sexual preference.

Order of Merit and Placement

Suitable candidates will be placed on an order of merit and may be offered a suitable position up to 12 months from the date of advertising. Being found suitable does not guarantee a promotion, transfer or offer of employment. If a candidate declines the position offered, they will be placed back on the order of merit, and may be offered a position within the 12-month timeframe.

The Australian High Commission promotes a workplace free from discrimination and harassment, and is a smoke and betel nut (buai) free environment.