

Head of Security – The Pharo School Homosha, Ethiopia

Company Overview

The Pharo Foundation (the “Foundation”) is a privately funded entrepreneurial organisation that runs philanthropic programmes as well as a for-profit arm, Pharo Ventures. The Vision of the Foundation is an economically vibrant and inclusive Africa. The Mission is to achieve the Vision by investing in the human and physical capital of Africa, with a strong focus on job creation.

Established in 2011 as a UK based non-profit, the Foundation has since made a strategic shift to directly design and implement its own programmes to ensure greater engagement with communities, better results, and increased accountability. The Foundation has carried out numerous projects in East Africa, with a focus on Ethiopia and Somaliland, and is now expanding operations in Rwanda and Kenya. The key strategic pillars for the philanthropic side of the Foundation are education, health, water, and agriculture.

The Pharo School Homosha is currently one of our largest education projects in Africa. Assosa is the capital city of BGRS has an airport with daily flights. We are 45 minutes’ drive away from Assosa in a safe and peaceful location of Benishangul-Gumuz Regional State. Extending over 3.4 hectares, the school has a modern fully-fledged campus with a 240 girls’ boarding capacity, aiming to offer the best educational and boarding opportunities to bright and driven girls from across the region.

We follow the Ethiopian National Curriculum with aspects of international best practices. Our focus on female education is in recognition of the challenges in accessing education, which prevents many from unlocking their full potential. This shapes the School’s vision of achieving all round academic and personal development of girls to reach their highest potential and become future leaders and role models. We are affiliated with, UK Assessment Providers, International Safer Internet Day as well as offer the STEM programme as a part of our after-school enrichment programme. We have dedicated staff from all over Ethiopia who bring their wealth of experience to our students.

At Pharo School Homosha, we believe that our students should receive a broad, balanced and student-centered education. This will develop an effective combination of creativity, confidence and courtesy, which will equip our young as global citizens to cope with the demands of life in the 21st century, wherever they may live in the world. Teachers at Pharo School Homosha treat all students consistently, with respect and consideration, and show concern for their development.

We look forward to sharing an exceptional professional relationship with you, one that will be supportive and successful.

Position Summary

We are looking for a competent **Head of Security** to undertake the surveillance of our premises and protection of our staff, students and visitors. The Head of Security will be responsible for detecting any suspicious behavior and preventing vandalism, thefts, or other criminal behavior. He /She must be well-trained in surveillance and dealing with perpetrators. The ideal candidate will inspire respect and authority as well as possess a high level of observation. The goal is to help the Pharo School Homosha in maintaining excellent working conditions by keeping the school facilities safe and problem-free.

Role: Head of Security

Location: Homosha Woreda, Benishangul-Gumuz Regional State, Ethiopia

Reporting to: Head of School, The Pharo School Homosha

Functional Relationships: Country Representative, Programme Manager (Assosa), Finance & Administration Manager (Addis), Human Resources Manager (Addis), Finance and HR Manager (Homosha).

Key Duties and Responsibilities

- Supervise security staff and manage security team administration.
- Patrol premises regularly to maintain order and establish a presence.
- Monitor and review security guidelines that govern the entrance of vehicles or people into the property.
- Remove wrongdoers or trespassers from the area.
- Secure all exits, doors, and windows after the end of operations.
- Check surveillance cameras periodically to identify disruptions or unlawful acts.
- Investigate people for suspicious activity or possessions.
- Respond to alarms by investigating and assessing the situation.
- Assist visitors and the management team when needed.
- Apprehend and detain perpetrators according to the legal protocol before the arrival of authorities.
- Submit reports of daily surveillance activity and important occurrences.
- Work closely with Woreda police and regional militaries.

Qualification Requirements

- Have a minimum of 5 years of security experience in a Boarding School or International Organisation.
- Served in Ethiopian Police or Ethiopian National Defense Force at a senior level.
- Fluent in English and Amharic as well as other languages.
- Good knowledge of the country's security and political issues.
- Proficient in Word, PowerPoint, Excel, Email usage, Google Suite, internet searching, and willing to learn new computer skills.
- Outstanding communicator and have strong interpersonal skills.
- Can work independently and as a team leader.
- Problem solvers and possess conflict resolution skills.
- Having a driving license and first aid certificate would be an added advantage.
- A good sense of humor.

Personal Attributes

- Strong passion for and commitment to girls' education.
- A role model across the school in terms of punctuality, attendance, positive engagement, and professional relations among staff.
- Positive disposition to involve the whole school community and take people forward together.
- Great attention to detail and a flexible approach to work.
- High level of commitment and self-motivation.
- High professional and ethical standards.
- Positive outlook and outgoing personality with solid interpersonal and diplomatic skills.
- Structured and process-oriented.
- Excellent time management skills with the ability to balance multiple priorities.
- Motivated to learn and perform and not afraid to ask questions.
- Willing to challenge the status quo and add value by introducing positive change.
- Excellent communicator and comfortable working in a team environment.
- Demonstrate the ability of strong communication skills in English verbally and in writing.

Compensation and Benefits

- Competitive and commensurate with qualifications and experience.
- Fully furnished accommodation and meals (while school is in session).
- Health & Life insurance, provident fund, and pension as per the Ethiopian laws.
- A variety of opportunities for training.
- Very safe, caring, positive, and family-oriented work environment.

Child Safeguarding

The Pharo School Homosha is committed to safeguarding and promoting the welfare of students and young people and expects all staff to share this commitment. For this reason, identity, security, and medical checks will be required from the successful applicant.

Application Procedure

Review of complete applications will be on a rolling basis. In the event that we identify an outstanding early in the search process, we reserve the right to appoint before the deadline. For this reason, we encourage interested candidates to apply at the earliest possible time. Due to the high volume of applications, we regret that we will only be able to contact shortlisted candidates.

Please send the information listed below, as a single PDF file, to the following email address: administration@pharoschools.org. Please indicate "**Head of Security, The Pharo School Homosha -**" in the email subject line.

1. A detailed CV and Covering Letter. State in your cover letter where you heard about this position e.g. through our website, jobs board, etc.
2. A 500-word essay on the below:
 - a) What security experience have you gained that makes you the most qualified candidate for the role?
3. A one-page list of five professional references with current addresses, phone numbers, and email contacts.
4. Copies of your qualifications.
5. Your current or last benefit package and expected benefit package for this position.