



JOB ADVERTISEMENT

Position Title: Security Program Manager (SPM)

Department: Security

Duty Station: Port-au-Prince, Haiti

Reports To: Country Security Manager (CSM)

Contract Type: Full-Time, CDD

ABOUT US

Samaritan's Purse is a nondenominational evangelical Christian organization providing spiritual and physical aid worldwide. Since 1970, Samaritan's Purse has supported victims of war, poverty, natural disasters, disease, and famine, sharing God's love through Jesus Christ.

Samaritan's Purse Haiti began operations following the 2010 earthquake and continues to implement programs across WASH, shelter, livelihoods, agriculture, ministry, maternal and child health, nutrition, protection, and education.

JOB SUMMARY

The Security Program Manager (SPM) supports the Country Security Manager (CSM) in promoting a strong security culture and enabling the safe and effective delivery of programs across Haiti. This role contributes to security risk analysis, field support, staff training, and the implementation of security systems and procedures in alignment with organizational policies and protocols. The position requires regular field engagement and close coordination with program teams and leadership.

This is a mid-level security management role providing operational support to the Country Security Manager. This position is offered under a fixed-term contract (CDD), aligned with operational needs and in accordance with applicable labor regulations.

KEY RESPONSIBILITIES

Security Operations & Risk Management

- Conduct daily monitoring and analysis of the national and local security environment
- Provide regular and ad hoc security updates to staff through approved communication channels, in coordination with the Country Security Manager
- Conduct periodic field visits to program areas to assess security conditions and support operations
- Contribute to the development and updating of security plans, contingency plans, and risk assessments
- Monitor staff travel within the country and provide timely security advisories

Security Systems & Infrastructure

- Support the implementation and monitoring of physical and electronic security systems (e.g., cameras, radios, satellite tracking systems)
- Contribute to facility security assessments and recommend improvements
- Coordinate with Logistics and relevant departments to support the protection of organizational assets and facilities



Training & Capacity Building

- Support the delivery of security training for staff and contracted security personnel
- Contribute to security briefings and orientations for new staff, visitors, and international personnel
- Promote awareness and adherence to security policies and procedures

Incident Management & Response

- Support incident reporting, documentation, and internal reviews in coordination with the Country Security Manager and relevant departments
- Escalate all significant incidents and recommended actions to the Country Security Manager for direction and approval
- Contribute to emergency preparedness and response efforts, including participation in crisis response structures when required

Coordination & External Engagement

- Develop and maintain relationships with relevant stakeholders (including security actors and authorities) under the guidance and prior approval of the Country Security Manager, in line with organizational protocols
- Participate in security forums and coordination platforms as delegated
- Represent the Country Security Manager in meetings when formally delegated

Program & Administrative Support

- Support budget monitoring and resource planning related to security operations
- Contribute to regular security reporting and documentation
- Handle security information and personal data in accordance with organizational policies and applicable data protection standards
- Perform all responsibilities in compliance with organizational policies, security protocols, safeguarding standards, and applicable legal frameworks

Spiritual Commitment

- Maintain a personal relationship with Jesus Christ and support the spiritual mission of Samaritan's Purse, consistent with its Statement of Faith

Other Duties

- Perform additional responsibilities reasonably aligned with the scope and level of the position, as assigned by the Country Security Manager

QUALIFICATIONS & SKILLS

- Proven experience in security management, preferably in an NGO or humanitarian context
- Strong analytical skills and ability to assess complex security environments
- Excellent planning, coordination, and organizational skills
- Strong interpersonal and communication skills across diverse cultural contexts
- High level of integrity, professionalism, and sound judgment



- Ability to remain calm and effective under pressure
- Strong reporting and documentation skills
- Proficiency in Microsoft Office applications
- Ability to drive in challenging environments (4WD experience preferred)

EDUCATION & EXPERIENCE

- Bachelor's degree in Security Management, Business Administration, Law, Social Sciences, or related field preferred
- Specialized training in security or risk management (military, police, or certified programs) is an asset
- Minimum of three (3) years of relevant experience in security or risk management
- Experience in humanitarian response or emergency operations is an advantage

LANGUAGE REQUIREMENTS

- Fluency in Haitian Creole and French required
- Working proficiency in English required for reporting and coordination

WORKING CONDITIONS

- Frequent travel within Haiti, including to remote and high-risk areas
- Work in dynamic and potentially unstable security environments
- Exposure to hot, humid weather conditions and physically demanding field settings
- All field travel and operations are conducted in accordance with organizational security protocols and duty of care standards
- Staff are required to adhere to all security protocols, movement controls, and incident reporting procedures as a condition of field travel
- Candidates must be able to perform essential duties safely in field conditions, with reasonable accommodations as applicable

DISCLAIMER

This job description is not intended to be a complete and exhaustive list of all duties and responsibilities. Duties may change as needed to meet organizational requirements.

APPLICATION DETAILS

Date of Issue: May 4, 2026

Application Deadline: May 21, 2026

Interested candidates are invited to submit:

- Cover Letter
- CV
- Copies of diplomas and certificates
- NUI and NIF

Submit as **one single PDF** to: SPHaitiRecruitment@samaritan.org.

- Incomplete applications will not be considered



- Only shortlisted candidates will be contacted
- Interviews will be conducted on a rolling basis until the position is filled