

CONSERVANCY JOB OPPORTUNITY



HEAD OF SECURITY(HOS)

Introduction

Our Client is a 45,520-acre wildlife conservancy located in Laikipia that integrates conservation, regenerative land management, livestock production, and tourism in order to have a meaningful and positive impact in its wider community. By collaborating with neighboring private and community conservancies, and broader stakeholders in Laikipia, we seek to create and sustain a biodiverse and connected conservation landscape that benefits both people and nature

The Conservancy is owned by a Kenyan Charitable Trust governed by a Board of Trustees that is responsible for the vision and goals of the conservancy, and oversees management activities. The Board is composed of industry leaders who bring diverse strategic, financial, and management skillsets. It is currently home to a few private house sites and also provides some sections of the Conservancy as training grounds for BATUK over several months in the year. The Conservancy has ongoing plans to develop and implement strategic tourism options to consciously integrate and complement the various activities and programs that will drive the Conservancy’s vision and mission.

The Conservancy is in the process of concluding the development of its 2025 – 2029 strategic plan and seeks to recruit top leaders driven by the right ethic. These leaders will have an incisive and broad understanding of modern day conservancy management. These leaders will have strong business and functional acumen, with the ability to forge forward the strategic plan to deliver a shared, successful and sustainable future for the Conservancy, its community and other stakeholders. To this end, we seek to recruit for the Conservancy a Head of Securityaligned to its security intentions and vision, and as guided by the new strategic plan.

Job Summary

The Head of Security will be responsible for developing and implementing comprehensive security strategies to protect wildlife, staff, visitors and conservancy properties from various threats. S/he will oversee and manage security operations while implementing security protocols to mitigate risks. S/he will plan organize and supervise security patrols and monitor access controls. The Head of Security will conduct regular risk assessments to identify potential threats and vulnerabilities and will also monitor and protect wildlife populations and habitats from poaching and other threats. S/he will ensure the safety and security of staff, visitors, and Conservancy property, while working collaboratively with neighboring conservancies and communities.

The Head of Security will have strong leadership skills, extensive experience in security management, and the ability to work in remote as well as high-risk environments. S/he will manage a team of security supervisors, rangers and outsourced security service providers and will have a strong ethical foundation, essential for building trust among a diverse group of stakeholders. The Head of Security will have a deep commitment to the principles of conservation, necessary for driving decision-making processes that prioritize ecological integrity alongside human safety, with the ability to adapt strategies based on evolving threats and changes in the conservation environment.

Duties & Responsibilities

Security Strategy Development and Implementation

- Develop and implement an effective security management strategy that addresses Conservancy needs, is aligned to the strategic plan and vision of the Conservancy, and is cognizant of existing and potential threats.
- Develop robust sustainable security policies and procedures that are progressive and tailored towards addressing specific needs of the Conservancy now and into the future

Security Operations Management

- Plan, organize, and supervise security operations, including patrols, monitoring, and access control.
- Develop and implement security policies, procedures, and protocols.
- Ensure compliance with relevant security laws, regulations and standards.
- Oversee the installation and maintenance of surveillance systems, alarms, and other security technologies used within the Conservancy.
- Manage security staff, including recruitment, training, and performance evaluation.
- Manage all 3rd part security and related services providers, develop proper SLA's and KPI's and monitor performance and delivery to drive efficiency and optimization of the services to derive value for the Conservancy.

Security Intelligence Management

- Establish and maintain a robust intelligence-gathering process
- Share intelligence with relevant stakeholders, including conservancy management, law enforcement, and other partners
- Work closely with security networks within the communities to ensures that all parties are aware of potential threats and can take appropriate action
- Disseminate intelligence information, data and proposed action plans in a manner that can support decision making quickly and effectively to mitigate any threats to the conservancy.

Risk Assessment and Mitigation:

- Regularly conduct thorough risk assessments to identify potential threats to the Conservancy’s operations
- Analyze local crime trends, environmental hazards, and other factors that could impact safety, be of potential threats and vulnerabilities.
- Implement appropriate security measures to mitigate risks, such as surveillance systems, perimeter security, and emergency response plans.
- Investigate and report on security incidents, including accidents, theft, vandalism, or unauthorized access.

Incident Response Management

- Lead responses to security incidents such as poaching attempts or emergencies within the Conservancy. This includes coordinating with law enforcement agencies when necessary.

Emergency Preparedness Planning

- Develop emergency response plans for various scenarios including natural disasters (e.g., wildfires or floods) or human-related incidents (e.g., intrusions).

Wildlife Protection

- Monitor and protect wildlife populations and habitats from poaching and other threats.
- Collaborate with law enforcement agencies and other stakeholders to combat wildlife crime.

Staff and Property Protection

- Ensure the safety and security of staff, visitors, and property.
- Develop and implement emergency response plans, including fire safety, medical emergencies, and security breaches.

Communication and Reporting

- Maintain effective communication with security teams both permanent and outsourced
- Stay in close collaboration with nearby security and police posts including security teams in neighboring conser vancies and communities.
- Prepare and submit regular security reports and updates to the COO

Budget Management

- Develop and manage the security budget.
- Provide regular reports to senior management on the state of security within the Conservancy, including updates on incidents, risk assessments, and improvements made.
- Put in place proper cost saving measures and drive cost containment through prudence while maintaining highest levels of security and safety standards.

Training and Development/Security & Safety Awareness

- Provide ongoing training and development for security teams
- Develop plans to train and implement Fire Marshalls program within the Conservancy
- Develop training programs for staff on security protocols, emergency response procedures, and wildlife protection measures. Ensuring that all employees are aware of their roles in maintaining safety.

Collaboration

- Work with other departments and other external communities, partners, service providers and all stakeholders to ensure a safe and secure environment.

Establish strong relationships with local law enforcement and community organizations to enhance security efforts and share intelligence regarding potential threats.

Skills Knowledge & Experience Required

- Bachelor’s Degree in criminology, security management, criminal justice, information technology, environmental science. Or any other related discipline from a recognized institution of higher learning
- Relevant post-graduate education preferably in risk management or business administration or related courses
- Relevant professional certifications in security management or law enforcement is preferred
- Professional certification in wildlife or conservancy management an added advantage.
- 10+ Years of experience in security management or related fields
- Proven track record in developing effective security strategies in conservation settings
- Excellent verbal and written communication skills
- Ability to work independently in remote locations under challenging conditions
- Experience in non-profit or environment focused organizations
- Have solid networks within the conservation space as well as a proven track record of managing both internal and external stakeholders including handling local community security focused engagements
- In-depth knowledge of local, national, and international laws related to wildlife protection, land use, and environmental conservation is essential.
- Familiarity with best practices in security management including risk assessment methodologies, incident response strategies, and crisis management frameworks.
- Knowledge of effective community engagement techniques that promote cooperation between conservancies and local populations.
- Understanding of how technology can be leveraged for surveillance (e.g., cameras, drones) and data analysis to enhance security measures, including incorporation of AI and machine learning in security management
- Ability to analyze complex situations quickly to make informed decisions regarding security threats or incidents
- Strong leadership skills with ability to inspire confidence among team members while fostering a culture of safety within the Conservancy
- Proficient in managing crises efficiently while maintaining composure under pressure
- Very good experience in planning, delegating, project management and task facilitation
- Good financial management skills, including budget preparation, analysis, decision making and reporting.

HOW TO APPLY

If you are interested in applying for this exciting opportunity and have the requisite work experience, skills and education and have worked within the conservancy or security sector, we are interested in meeting you.

Please share with us your CV and cover letter in PDF format addressed to the Recruiting Manager to recruitment@mal-consultancy.com with the subject of your application being the Job Title of the role you are applying for.

All applications received will be subjected to a fair and competitive recruitment process.
Only shortlisted candidates shall be contacted.

This Advertisement will close on Monday 23rd June 2025 at 5.00pm EAT.

