



VACANCY NOTICE NO. 3 OF 2024

The BVI Airports Authority Limited invites applications from suitably qualified persons for the position of **Chief Security Officer (CSO)**.

The successful applicant will be responsible for overseeing and managing all aspects of security operations at the British Virgin Islands Airports Authority (BVIAA). The CSO will develop and implement comprehensive security strategies and policies to safeguard the airports, passengers, employees, and assets against security threats, risks, and emergencies. The successful candidate will lead a team of security professionals and collaborate closely with internal and external stakeholders to ensure the highest standards of security and safety are always maintained.

Key Roles and Responsibilities:

1. Develop and implement strategic security plans, policies, and procedures in alignment with international best practices, regulatory requirements, and organisational objectives.
2. Provide leadership and direction to the security team, including recruitment, training, supervision, and performance management.
3. Conduct regular risk assessments and security audits to identify vulnerabilities, assess threats, and recommend mitigation measures to enhance security resilience.
4. Oversee the deployment and utilisation of security technologies, systems, and equipment, including CCTV surveillance, access control, intrusion detection, and perimeter security.
5. Coordinate with local law enforcement agencies, government authorities, and aviation security stakeholders to ensure compliance with relevant regulations and standards.
6. Develop and maintain effective emergency response and crisis management plans, including protocols for threat assessment, incident response, and business continuity.
7. Conduct investigations into security incidents, breaches, and misconduct, and implement corrective actions and preventive measures as necessary.
8. Manage security budget and resources effectively, ensuring optimal utilisation and alignment with organisational priorities.
9. Foster a culture of security awareness and vigilance among employees through training programmes, awareness campaigns, and communication initiatives.
10. Stay abreast of emerging security threats, trends, and technologies, and proactively recommend proactive measures to mitigate risks and enhance security posture.
11. Serve as BVIAA designated representative to attend meetings of the National Aviation Security Committee (NASC), providing updates, insights, and recommendations on security matters affecting the aviation industry.
12. Prepare and deliver comprehensive reports and presentations to immediate supervisor, senior management and relevant stakeholders on key findings, outcomes, and action items from NASC meetings and initiatives.
13. Ensure timely dissemination of relevant information, updates, and directives from the NASC to internal stakeholders, including security personnel, management, and frontline staff.

Qualifications:

- Bachelor's degree in security management, Criminal Justice, Law Enforcement, or Aviation Security Professional Management Course (PMC).

- Minimum of 8-10 years of progressively responsible experience in security management, with at least 5 years in a leadership role.
- Minimum of 3-5 years in the field of aviation security (preferably Airlines/ Airports)

REQUIRED SKILLS AND SPECIALIZED TECHNIQUES:

- Proficient in aviation security regulations, standards, and best practices (ICAO, ASSI, etc.)
- Experienced in developing and implementing security strategies, policies, and procedures in complex organizational settings.
- Demonstrated leadership abilities to inspire, motivate, and empower diverse security teams.
- Excellent analytical, problem-solving, and decision-making skills for identifying and mitigating security risks.
- Effective communication and interpersonal skills to build strong relationships with internal and external stakeholders.
- Sound judgment, integrity, and ethical conduct with a commitment to upholding high standards of professionalism and security.

SPECIAL CONDITIONS ASSOCIATED WITH THE JOB:

- Maintain a valid security clearance, including background checks and screening processes.
- Available on-call or during emergencies outside regular hours.
- Occasional domestic and international travel for meetings, conferences, and training.
- Perform physical tasks such as security inspections and emergency responses.
- Maintain confidentiality regarding security protocols and sensitive information.
- Stay updated on aviation security regulations and ensure compliance.
- Coordinate responses to security incidents or emergencies at short notice.
- Commitment to ongoing professional development and training in aviation security management.

Interested persons should submit completed application and other relevant documents including-

- ✓ Cover letter
- ✓ Resume
- ✓ Certificates
- ✓ 2 References (professional and personal) to

Managing Director
BVI Airports Authority
P. O. Box 4416
Road Town, Tortola
British Virgin Islands, VG1110
Or
Email:dfahie@bviala.com

Deadline for submission: **JULY 5, 2024**