

SECURITY ADVISOR

0.6 – 0.8 FTE

Do you have a passion for protecting people and enabling ministry in challenging, sometimes dangerous environments? Are you skilled at guiding organizations through safety and security risks? If so, we invite you to join our team as Global Security Advisor.

In this pivotal role, you will help us serve the persecuted church by ensuring our staff can work safely and confidently—while maintaining the freedom to fulfill our mission wherever we are called. You will provide expert advice across all parts of our global organization, taking a holistic approach to security that balances risk with ministry needs.

Your responsibilities will include analyzing security incidents, advising managers and staff on best practices, and fostering a culture of learning and awareness. You will help ensure compliance with agreed security procedures and offer guidance in crisis situations. Working cross-culturally, you will strengthen our ability to respond wisely and effectively. Above all, you will share our core values and passion to serve the persecuted church.

This position reports to the Director of People and Culture.

YOUR KEY RESPONSIBILITIES

- Provide expert security advice on identified threats, risks, and specific staff safety concerns—both proactively and upon request.
- Shape organizational security practices by offering a global perspective and recommending improvements across all entities.
- Champion a culture of safety and security, ensuring it becomes an integral part of how we work and serve.
- Guide compliance with our global security policy and handbook, balancing organizational responsibility with the calculated acceptance of necessary risks for ministry impact.
- Advise during crisis situations, serving as a trusted member of the crisis management team to ensure effective response and recovery.

Open Doors is an international, interdenominational organization that supports Christians who are persecuted for their faith.

Open Doors International supports the worldwide organization with services such as Communications, Marketing, People & Culture, Advocacy, IT, Program Management, Finance and Global Research by working in a service-oriented way with teams and colleagues in countries with an Open Doors Development or Field office.

Global People and Culture at ODI consists of the ODI HR team and of HR specialists on Learning & Development, Staff Security and Safeguarding Vulnerable Adults and Children.

- Track and analyze security incidents and near-misses, identifying trends and lessons learned to strengthen future practices.
- Assess security-related learning needs and enable training solutions that build awareness and capability across the organization.
- Collaborate with regional and local security focal points, providing support and fostering strong partnerships to ensure consistent standards globally.

YOUR PROFILE

- **Deep Commitment to Our Mission:** A committed Christian with a genuine heart for serving the persecuted church.
- **Relevant Expertise:** Solid educational background and proven experience in safety and security, with the ability to provide both strategic advice and practical support across diverse contexts.
- **Crisis-Ready and Practical:** Skilled at working under pressure and offering clear, actionable guidance in critical situations.
- **Analytical and Strategic Thinker:** Able to assess complex risks, think abstractly, and translate insights into practical solutions.
- **Exceptional Communication and Influence:** A persuasive communicator who can build trust and collaborate effectively with people at all levels and across cultures.
- **Change Leadership and Learning Facilitation:** Experienced in managing change and enabling learning initiatives that strengthen organizational resilience.

OUR OFFER

Working at Open Doors means that you are actively involved in serving the worldwide Persecuted Church. We offer you a versatile position in an international, dynamic environment, a professional team and the opportunity to grow professionally and personally. As a global organisation we are used to combining working from home with working from the office and to have flexible working hours. The role is preferably based in any existing Field Country office location on approval.



INTERESTED?

Please send your email with your resume and short motivation to the HR department of Open Doors International: vacancy@od.org before 5 December 2025. If you have questions about the position, please use this same email address. We will assess applications on a rolling basis.

Open Doors expects its employees to behave with integrity and carefully consider the rights and interests of others. Requesting a CBC is part of the procedure.