

# VACANCY ANNOUNCEMENT

**Job Title:**  
**DEPUTY SECURITY MANAGER**

**Job Type:** Full Time  
**Location:** Dar es Salaam

## WHO WE ARE

The East African Crude Oil Pipeline (EACOP) project is a Midstream development located across Uganda and Tanzania that includes a nearshore Marine Storage and Export Terminal (MST). Once completed, the EACOP Company will operate the East African Crude Oil Pipeline, a 1,443 km long, thermal insulated crude oil export pipeline that transports oil from Kabaale - Hoima in Uganda, to the Chongoleani Peninsula near Tanga Port in Tanzania for crude export to the international markets.

## JOB DESCRIPTION

The East African Crude Oil Pipeline (EACOP) project is a major regional infrastructure project (Capex: 4.2 G\$, OPEX:>2.5G\$ over 25 years) between Uganda and Tanzania. EACOP involves the construction and operation of a buried, cross-border pipeline to transport crude oil from the Lake Albert area in Uganda to the eastern coast of Tanzania for export to international markets. The pipeline will run from Kabaale in Hoima District, Uganda, to Chongoleani, Tanga Region, in Tanzania. The length of the pipeline is 1,443 kilometres (km) of which 296 km will be in Uganda and 1,147km in Tanzania. The TZ Deputy Security Manager for EACOP is based in Tanzania. He/she organizes and coordinates all Security aspects for the Lots 2&3, the Marine Terminal and Jetty, in collaboration with the Contractors and Government Security Forces and in compliance with the Voluntary Principles on Security and Human Rights. The Job Holder serves as the second-in-command for the Tanzanian Security Team and assist the Security Manager for all Security activities relating to EACOP Ltd that will build, own and operate the midstream pipeline project in Tanzania.

## DUTIES & RESPONSIBILITIES

### Key responsibilities include:

- Disseminate and control the EACOP Security framework based on approved standards and implemented by all contractors within his/her area of responsibility.
- Ensure that all Security regulations and actions are performed in compliance with Company code of conduct and Voluntary Principles on Security and Human Rights (VPSHR) in his/her area of responsibility.
- Maintain close engagement with the Government Security Forces to ensure effective implementation of the Tanzanian Security MOU.
- Assist the Security Manager for all Security activities relating to EACOP Ltd that will build, own and operate the midstream pipeline project in Tanzania.

### ACTIVITIES

Organizes and coordinates all Security aspects for the Lots 2&3, the Marine Terminal and Jetty based on the following tasks:

- Supervise the Security Advisor team (1x lot 2, 1 x lot 3, 1 x MTT+ Jetty), the GSF Coordinator and the Community Coordinator.
- Act as second-in-command during Security Manager absence,
- Interface with other entities of EACOP (Project, Health and Safety, Environment, Land & Social, Logistics, Commercial and Legal, and Upstream activities),
- Participate in developing or updating a professional Security referential in line with international Security standards, national laws and profession best practices, including the Voluntary Principles on Security and Human Rights,
- Participate to the implementation of Project procedures and rules to respect work programs, budgets, delegation of authorities,
- Follow and assess the Security situation within his/her area of responsibility,
- Develop a network to collect information,
- Collect all Security anomalies and incident reports, ensure they are properly investigated and propose corrective action plan,
- Participate in emergency response preparedness and implementation,
- Prepare and maintain the Security training program and raise Security awareness,
- Prepare and maintain the Security audit plan.
- Act as second-in-command during Security Manager absence.

## CONTEXT AND ENVIRONMENT

The TZ Deputy Security Manager organizes and coordinates all Security aspects for the Lots 2&3, Marine Terminal and Jetty, in collaboration with the Government Security Forces and in compliance with the Voluntary Principles on Security and Human Rights. The position requires demonstrated exemplary behaviour about compliance and HSE rules and requirements, with cultural fit for a multidisciplinary work environment, diplomacy, teamwork and negotiation. The job holder shall be based in the EACOP Dar es Salaam Office, with regular travels to the EACOP Tanzanian field locations.

## ACCOUNTABILITIES

To contribute to the successful implementation of EACOP in Lots 2&3, Marine Terminal and Jetty through:

- Effective oversight of construction contractors' provision of Security,
- Effective engagement with stakeholders and contractors to develop Security behaviour,

- Maintain a dialogue with the Governmental Security Forces,
- Effective management and reporting of all Security events,
- Effective implementation of Security during operations phase,
- Effective oversight of Voluntary Principles on Security and Human Rights (VPSHR) application.

## QUALIFICATIONS AND REQUIRED EXPERIENCE

### Professional experience:

- Degree: Master's degree in public or private Security operations management,
- Minimum 10 years of experience in Security management related positions, including five years in oil and gas sector,
- Experience running large Security forces or companies in accordance with ISO 18788(2015) and VPSHR standards,
- Experience with Government Security Forces Liaison activities and ideally experience managing Port Facility Security,
- Good background in people and assets protection,
- Experience in Threat Analysis.

### Technical competencies:

- Knowledge of international Security best practices, i.e. ICoCa, ASIS International Protection of Assets, International Association of Oil & Gas Producers (IOGP) reference material, and ANSI/API STANDARD 780, International Ship and Port Facility Security Code (ISPS Code).

- Competence in using Security Risk Assessment tools in accordance with ISO 31010:2011, threat analysis and risk assessment (TARA),
- In-depth knowledge and understanding of Voluntary Principles of Security and Human Rights (VPSHR) including its reference material - UN Basic Principles on the Use of Force and Firearms by Law Enforcement Officials, and the UN Code of Conduct for Law Enforcement Officials,
- In-depth knowledge of ISO18788:2015, ISO28007-1:2015.

### Behavioral competencies:

- Sense of responsibility and dependability,
- Good communication and observation skills,
- Ability to travel to remote locations and to work within a project team,
- Ability to work in a multi-cultural business setting,
- Excellent interpersonal and communication skills essential,
- Fluent in English, (speaking, writing).

## HOW TO APPLY

The applicant must submit his/her Curriculum Vitae CV and a Cover Letter explaining why he/she is the suitable candidate for the position. Applicants are also required to provide details of three (3) referees one of whom should be the most recent employer. **Please submit your application only through ANY of the contact information provided below. Application deadline is on 23<sup>rd</sup> April 2025.**

**Seaowl:** sestz@seaowlgroup.com

**Qsourcing:** recruitmenttanzania@qsourcing.com

**Air Swift:** recruitment.tanzania@airswift.com

**CCL:** tanzania@cclglobal.com

**NOTE: No payment is required at any stage of the recruitment process.**

