Job Specification: WAM Technical Field Manager – Team Leader

Department:	Programmes
Scale:	Technical 4
Line managed by:	Country Director
Responsible for line managing:	International Staff, National Staff, Consultants
Location:	Overseas

MAG's Vision is a safe future for women, men and children affected by violence, conflict and insecurity. People will live in communities where their rights are upheld, with dignity and choice and free from fear from mines, explosive remnants of war (ERW) and the impact of small arms and light weapons and ammunition.

MAG's Mission is to save lives and build safer futures. We will use our core skills and distinctive competence to save lives through the removal of mines and ERW, and reduce the impact of small arms, light weapons and ammunition on people and communities. How we do this is as important as what we do – we work primarily with and for communities, for us 'it's all about people'.

MAG's Values. Our values come to life through our actions, every day. How we act has an impact on others. As someone who works at MAG, you can help to create a positive culture by demonstrating our values through your own behaviour and actions. Everyone has a role to play in shaping our culture. Everyone should understand our values and is encouraged to think how they are relevant to their individual role.

DETERMINED - we work with purpose

EXPERT - through excellence and expertise we build trust

INTEGRITY - we strive to do the right thing

COMPASSION - people come first in everything we do

INCLUSIVE - we are inclusive, and we value diversity

Job Purpose:

To implement all aspects of Weapons and Ammunition Management (WAM) Operations and related tasks in Ecuador in accordance with Standard Operating Procedures and as required by the Country Director.

This will include:

-Coordinating and providing technical oversight on WAM type projects from the initial project design, rehabilitation and/or construction of new facilities through to development of a sustainable National capacity.

-Design and delivery of WAM related training

-Lead the destruction of weapons and munitions and ensure the overall safe execution of the operations.

Job Description:

Technical

- Conduct Small Arms and Light Weapons (SALW) and Physical Security and Stockpile Management (PSSM) technical assessments and supervise field operations of MAG WAM Operations.
- Manage the operational tasking process for all WAM type contracts including technical assessments, physical rehabilitation and/or construction of ammunition storage facilities.
- Drafting for approval National SALW and PSSM standards using best practice identified in the IATGs and MOSAIC's as a baseline.

- Implementing the IATG Risk Reduction Process Levels, (basic, intermediate, or advanced levels), thereby making IATG's relevant through an understanding of diverse national capacities.
- Support the programme day-to-day planning and implementation of WAM support operations.
- Support the programme to ensure the maintenance and safe and appropriate storage of all necessary technical materials and equipment (including explosives and accessories).
- Advise and assist the programme with the implementation of new systems and procedures in relation to maximising productivity and safety.
- To conduct assessments and other technical missions on behalf of MAG in country and worldwide as required by the Country Director, Regional Director, Regional Programmes Manager and WAM STA.
- Deputise for the Country Director when required including assuming operational management responsibility.

Training and Capacity Development

- Technical PSSM Ammunition Stockpile Management training to host Government officials in accordance with the UN SaferGuard Programme.
- Technical SALW Management training to host government officials in accordance with MOSAIC.
- Assist the Country Director with the recruitment of national technical staff.
- Motivate and develop the technical team to perform to a high standard.
- Build and maintain good working relationships with all national staff to maximise Capacity Development objectives.

Communication and Reporting

- Ensure that the Country Director is fully briefed on all WAM Operational issues and any technical difficulties arising from project implementation.
- Providing relevant and useful information and case studies to the Country Director, Regional Director and WAM STA.
- Submit accurate WAM Operational reports as directed by the Country Director, Regional Director and WAM STA. and produce other WAM technical reports and documents as and when required.
- Ensure good understanding of all WAM technical aspects of the project, ensuring staff are made aware of wider programme issues, developments, and achievements within MAG.
- The accurate and thorough investigation and reporting of any WAM related incidents/accidents, with full details being provided to the Country Director, along with recommendation for appropriate follow up action taken, in accordance with MAG policies and procedures.
- Contribute to internal discussion and planning, designed to improve MAG's performance, results and impact within WAM.
- Liaise with and represent MAG to donors, implementing partners, local officials and other agencies to further MAG's aims and ensure operational efficiency and effectiveness.
- Actively participate in the MAG WAM Community of Practice.

Health, Safety and Security

- Monitor security situation in work location and areas of operations ensuring that all the relevant programme staff are informed of security risks and developments.
- Ensure that appropriate policies and procedures are in place to ensure that all WAM work is carried out in line with organisational Health, Safety and Security standards

All International staff are expected to undertake the following general duties:

- Work within the framework of MAG's core values, promoting its ethos and mission statement.
- Work towards achieving programme and/or department business plan objectives
- Ensure familiarity with and adhere to all MAG policies and procedures and keep informed of MAG activities
- Undertake and apply learning from appropriate training and development programmes.
- Undertake role in developing countries and areas in conflict where standards of living may be basic.
- Undertake the role in a manner appropriate to the cultural context and within the local legal framework.
- Understand and uphold the standards outlined in MAG's Safeguarding Framework, acting with due care and attention to safeguard the wellbeing of anyone that comes into contact with MAG's work and reporting concerns if they do arise.

This is a non-contractual document that can be varied from time to time as circumstances dictate. This job description is intended to summarize the main duties and responsibilities of the post; this is not intended to be a full and exhaustive list of tasks. All MAG staff are expected to demonstrate flexibility and willingness to perform appropriate tasks when the need arises.

Some Job Descriptions may be supplemented by specific Terms of Reference.

Person Specification

Essential Experience

- Experience of working in SALW/ PSSM type Operations in developing countries.
- Experience of delivering WAM Operations
- Experience of leading, motivating and managing a diverse team of people
- Experience of conducting formal/informal/ OJT training and the transfer of appropriate skills to others.
- Experience of working independently for extended periods of time, in 'stand-alone' environments with minimal supervision.

Essential Skills and Knowledge

- IMAS EOD Level 3 qualified with ~~at least 5 years'~~significative experience in field operations and conducting bulk demolitions
- Technical knowledge of WAM type activities and operations.
- Ability to develop, review and comply with security and technical Standard Operating Procedures
- The ability to contribute technical knowledge and clearance targets to proposals and reports
- Excellent organisational skills with the ability to plan and coordinate activities and projects
- Excellent communication and interpersonal skills
- Fluency in Spanish and English to a working level
- Good literacy, numeracy and IT skills, specifically word and excel

* Knowledge of one or more of these technical skill areas is essential

Essential Aptitude

- Interest in and commitment to MAG's humanitarian mandate and principles
- Ability to develop and apply field operations and administrative work plans
- Innovative, creative and proactive with an analytical and solution-oriented approach
- Determined and committed to high quality standards and continually improving effectiveness and efficiency
- Ability to establish and develop effective working relationships in a cross-cultural environment at all
- levels internally and externally
- Ability to conform to and manage budgets and procurement requirements
- Self-motivated, flexible and enthusiastic approach to work
- Ability to meet deadlines and work calmly under pressure
- Ability to represent and promote MAG

Qualifications

- Relevant and recognised EOD and WAM qualifications to fulfil organisational needs or suitable practical experience

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Signed employee:	**Date:**
Signed manager:	**Date:**

January 2023