

Vacancy announcement: National Head of Security



Embassy of Denmark in Islamabad

Position: National Head of Security

Type of employment: Full time on a local contract

Starting date: August 2025

Location: Embassy of Denmark, House 16, Street 21, F-6/2, Islamabad

Deadline for application: Sunday, 4 May 2025, 2300 hrs (PST)

The Embassy of Denmark in Islamabad is seeking a dedicated and experienced professional to join its Security and Logistics team as National Head of Security. It is a full-time position responsible for the overall planning, implementation, and monitoring of the Embassy's security operations to ensure a safe and secure environment for all personnel and assets.

Key responsibilities and duties

The National Head of Security will serve as the Embassy's principal point of contact for all matters related to safety and security. The role encompasses both strategic oversight and operational execution, including but not limited to:

- Acting as the primary security advisor to Embassy Management and ensuring 24/7 quality management of all security functions.
- Managing security risk assessments and mitigation strategies for both posted and local staff, including travel risk and dynamic threat analysis.
- Monitoring and analysing evolving political and security developments, with timely briefings to the Management.
- Overseeing the Embassy's comprehensive security infrastructure – both physical (access control, alarms, barriers, guard operations, cameras) and non-physical (security policies, awareness training, compliance protocols etc.).
- Designing and maintaining crisis response, emergency preparedness, and business continuity procedures, including safe room readiness and incident management frameworks.
- Coordinating security-related onboarding and clearance processes for new local and posted staff.
- Conducting regular security training, drills, and competency development sessions for all staff, including drivers, guards, and close protection officers.
- Ensuring consistent service quality from external security providers and maintaining updated documentation for all security operations.
- Establishing collaborative networks with other diplomatic missions, relevant organisations, and local authorities to ensure access to timely security intelligence and mutual support mechanisms.
- Advising visiting Danish delegations on security protocols and conducting tailored risk assessments, facilitating necessary security support during their stay.

Required qualifications and competencies

- Proven experience in security operations and risk management.
- Strong communication skills in English, both written and verbal.
- Excellent interpersonal skills and ability to work effectively in a multicultural team environment.
- High level of professionalism, integrity, and sense of responsibility.
- Proficiency in standard computer applications (MS Office, mobile tools, etc.).
- Strong understanding of compliance with security and administrative procedures.

Employment terms

- Full-time, permanent position under a local contract, subject to a three-month probationary period.
- Annual leave entitlement: 20 working days.
- Partial medical coverage for the employee and immediate family members.
- Competitive salary based on qualifications, experience, and demonstrated performance.
- 13th month salary and performance bonus as per Ministry of Foreign Affairs' policies.
- Dynamic and multicultural working environment with opportunities for professional growth.

Application and recruitment process

Interested candidates should submit their application in English, including a cover letter, CV, proof of relevant qualifications, and contact details for at least two references. Applications must be sent by email to isbamb@um.dk with the subject line:

“Application for National Head of Security – [Your Name]”

Deadline: Sunday, 4 May 2025, 2300 hrs (PST)

Shortlisted candidates will be contacted for interviews, a written test and assessments in May. Final selection is subject to the presentation of a valid “No Criminal Record” certificate and clearance by Danish authorities.

In compliance with the EU General Data Protection Regulation (GDPR), all personal data will be handled confidentially and solely for recruitment purposes. By submitting your application, you consent to the processing of your personal information in line with [Personal Data Policy of the Ministry of Foreign Affairs](#).

The Embassy of Denmark is an equal opportunity employer and encourages applications from all qualified candidates regardless of gender, race, religion, age, or disability.

For further information about the Embassy, please visit: <https://pakistan.um.dk/>