



SENIOR MANAGER: SECURITY RISK

Status: Permanent

Location: Nelspruit Office

Grade: D5

Reporting line: Chief Risk Officer

Role Mandate

Develop, lead and coordinate effective and efficient implementation of robust security strategies aimed at safeguarding company's assets, operations, and personnel against security threats, including mitigating risk for timber theft, illegal mining, robbery, malicious damage to property and illegal occupation at the plantations. The role further includes managing security service providers, and ensure compliance with Company policies, operational plans, targets, and objectives.

Key Accountabilities

- Develop, implement comprehensive security strategies to address timber theft, illegal mining, illegal occupation, other security threats aligned with company objectives
- Coordinate integrity assessment across SAFCOL's operations, personnel, and external partners to proactively identify vulnerabilities, risks, and potential breaches
- Ensure assessments are conducted in alignment with company policies, ethical standards, and regulatory requirements
- Develop security risk policies and procedures, ensure alignment of SAFCOL security plans with overall company strategy
- Develop, maintain security risk policies and procedures to provide a clear framework for safeguarding SAFCOL's assets, personnel, and operations in line with company strategy
- Develop and implement resilience testing programs to ensure SAFCOL's preparedness for security threats
- Develop, implement incident management protocols to respond to and mitigate security threats, monitor and evaluate effectiveness of security measures and update strategies
- Organise and facilitate security awareness campaigns to enhance security culture for SAFCOL
- Facilitate gathering of intelligence regarding illegal activities, robberies, and theft on the business units.
- Facilitate collection and analysis of intelligence related to illegal activities, including robberies, timber theft, and other criminal threats affecting business units
- Use intelligence insights to inform security planning, risk assessments, and operational decision-making
- Identify and respond to community concerns related to security operations, including evictions and enforcement activities.
- Oversee safe, lawful, and responsible use of firearms by security team in accordance with the Firearms Control Act Regulations and company policies
- Ensure all armed personnel are properly trained, certified, and licensed to carry and operate firearms
- Implement and monitor strict firearm handling protocols, including storage, transportation, and usage during operations
- Investigate incidents involving firearms and take appropriate corrective action instances of noncompliance with prescripts
- Conduct thorough investigations into reported security incidents, including theft, vandalism, trespassing, and other breaches
- Conduct investigations related to reported security incidents
- Provide business recommendations for improved internal controls, business processes and ensure corrective action plans are developed
- Collaborate with law enforcement to conduct investigation from inception to conclusion, ensure reported cases are logged on security register
- Monitor, evaluate effectiveness of security services and related projects to ensure operational requirements and strategic objectives are met
- Conduct regular performance reviews, audits, and inspections of security service providers and internal teams
- Identify gaps, inefficiencies, or risks in service delivery and recommend corrective actions
- Ensure all security initiatives are delivered on time, within scope, and in compliance with company policies and legal standards
- Provide timely and accurate security-related information to management to support decision-making, planning, and operational oversight
- Lead response to security incidents, including timber theft, illegal mining, and illegal occupation
- Conduct preliminary assessments and coordinate investigations into security breaches, timber theft, and illegal activities
- Manage post-incident investigations, reporting, and implementation of corrective measures to prevent recurrence
- Coordinate evictions and other enforcement actions in collaboration with law enforcement and legal teams
- Implement strategies to minimise losses from theft, illegal activities, and security breaches
- Respond to new threats and upgrading security systems and oversee security operations and management of the control room
- Activate and manage incident response protocols, ensure swift, lawful, and effective action to mitigate risks and protect company assets
- Ensure effective use of surveillance system to monitor and protect company assets, personnel, and operations
- Oversee installation, maintenance, and functionality of surveillance systems, drones, and other electronic surveillance technologies
- Ensure relevant staff and contractors training on proper usage, monitoring protocols, and incident reporting procedures
- Regularly review surveillance footage and data to identify potential threats, suspicious activities, or operational inefficiencies
- Ensure compliance with privacy laws, company policies, and ethical standards in use of surveillance systems
- Conduct regular risk assessments to identify vulnerabilities and recommend mitigation measures
- Identify risks and related control weaknesses in business processes arising from implemented security measures and control
- Update security register quarterly with functional Heads, perform risk assessments to identify high risk areas and implement mitigation plans
- Maintain a valid pistol license in accordance with the Firearms Control Act and other applicable legislation
- Ensure full compliance with all relevant legislation, regulations, and industry standards governing security operations, including Firearms Control Act, Private Security Industry Regulation Act (PSIRA), and Occupational Health and Safety Act
- Align security practices with Forest Stewardship Council (FSC) certification requirements and other applicable environmental and sustainability standards
- Collaborate with internal stakeholders to ensure security operations support broader company compliance objectives
- Maintain documentation and evidence of compliance for audits, inspections, and certification reviews
- Develop and implement risk assessment processes for management of security activities for security contractors and ensure compliance with SHEQ standards
- Educate personnel on potential threats, safe practices, emergency procedures, and reporting protocols to mitigate the risk of harm
- Collaborate with SHEQ to monitor environmental impact of security operations and ensure compliance with environmental regulations
- Manage budget allocated for investigations, security operations, and loss control initiatives
- Monitor expenditure against budget, identify variances, and implement cost-control measures where necessary
- Collaborate with finance and procurement teams to ensure compliance with company financial policies and procedures
- Compile detailed reports on security incidents, loss control measures, investigations, risk assessments, security trends, emerging threats and mitigation strategies
- Build and maintain partnerships with industry stakeholders, government agencies, and community organizations to combat illegal activities and facilitate effective case resolution
- Continuously improving efficiency and effectiveness of security practices through research and benchmark initiatives
- Promote a culture of teamwork, collaboration, and mutual support to enhance operational effectiveness

Minimum Requirements

- Grade 12
- Bachelor's Degree (NQF Level 7) in Security Management/ Criminology/ Law Enforcement/ Risk Management, or a related field
- Post Graduate Diploma/ Honours Degree (NQF Level 8) in Security Management/ Criminology/ Law Enforcement/ Risk Management, or a related field will be an added advantage
- Valid Grade A PSIRA Registration Certificate
- Possession of Valid Firearm and Driver's License
- Minimum of 10 years of experience in criminal investigation/ Security Management and/or Law Enforcement of which at least 5 years Managerial experience acquired in Security Management and/ or Law Enforcement field
- In-depth knowledge and experience in risk identification and analysis, and use of surveillance systems
- Proven track record in managing complex security issues, incident response, loss control initiatives, evictions, and law enforcement collaboration
- Previous experience in firearm handling and safety
- Previous experience in a Public Sector (preferably Schedule 2 entity in terms of Public Finance Management Act)

Leadership Competencies

- Operational Delivery
- Self-Awareness
- Leading Others
- Commercial Insight
- Driving Change
- Strategic Thinking
- Developing Others
- Business Acumen

Behavioural Competencies

- Attention to Detail & Integrity
- Result Orientated
- Self-Motivated& work Independently
- Planning & Execution
- Teamwork and Communication
- Stakeholder Relations
- Analytical Thinking

Technical Competencies

- Surveillance Management Systems
- Financial Management & Project Management
- Security Risk Management Systems
- Health and safety Management
- Regulatory and Compliance
- Reporting and Presentation
- Business Continuity Management

SAFCOL Group is an equal opportunity company with the focus on gender equality and people with disabilities.

Employment Equity will be taken into consideration in terms of all appointments within SAFCOL.

By submitting your CV to SAFCOL, you hereby give permission to circulate your information to the interview panel members for this vacancy only. Your information will not be used for any other position/purpose and will be disregarded after an offer has been made.

Interested qualified individuals can e-mail a concise CV and must submit relevant copies of qualifications in confidence to:
Ms. Nozipho Tembe, Human Capital Practitioner, pozirecruitment@safcol.co.za Tel no: 013 754 2700

Closing date: 26 May 2026

Should you not have received a response within 30 days of the closing date, please consider your application unsuccessful.