



SEGAL

SECURITY EXPERT GUARD AGENCY OF LIBERIA

JOB VACANCY ADVERTISEMENT

(EXTERNAL ANNOUNCEMENT – EXPATRIATE ONLY)

Friday, 12 September 2025

Post Title: Security Talent and Acquisition Manager

SEGAL is a privately-run security company that provides state-of-the-art, tailor-made risk management solutions and delivers a superior service to its many clients in Monrovia and country wide. The mission of the Security Expert Guard Agency of Liberia is to provide world-class integrated security solutions to clients in our target markets by consistently exceeding customer satisfaction through operational excellence and innovation. Our blueprint solution embraces a safe and secure environment.

SEGAL is a strategic partner to ArcelorMittal Liberia (AML) by its deployment of guards and provision of security services to AML facilities in Nimba, Bong and Grand Bassa Counties. AML is involved with open-pit mining of iron ore from its concession in the Nimba mountains, located near Yekepa and Tokadeh. The iron ore is then transported by rail through Bong to Buchanan Port, Grand Bassa for shipment out of the country (Liberia).

The post holder, when recruited, will report directly to the Security Manager of ArcelorMittal Liberia with the compensation package paid directly by AML. The immediate objective is to downsize the current guard force to reduce costs, improve efficiency, and realign SEGAL with AML's actual risks. The initiative will pair with a strategic shift toward new security technologies and optimize operational procedures.

Job Summary:

We are seeking a strategic and experienced **Security Talent and Acquisition Manager** to design, develop, and execute comprehensive talent acquisition strategies for our company. The ideal candidate will be responsible for identifying, attracting, and hiring top security talent, from entry-level officers to highly specialized security professionals. This role requires a unique blend of recruitment expertise and a deep understanding of the security landscape, including physical security, information security, and risk management.

Key Responsibilities:

- Develop and implement innovative and effective talent acquisition strategies to attract high-quality candidates for security roles
- Utilize diverse sourcing channels, such as online job boards, social media, industry networking, and employee referrals, to build a robust pipeline of qualified security professionals
- Lead the end-to-end recruitment lifecycle, including creating compelling job descriptions, conducting interviews, negotiating offers, and overseeing the onboarding process to ensure a positive candidate experience
- Partner closely with hiring managers and security leadership to understand specific staffing needs, forecast future hiring requirements, and align talent acquisition efforts with business goals
- Enhance and promote the company's reputation as an employer of choice within the security industry by attending career fairs and professional events
- Use recruitment metrics and data to analyze the effectiveness of hiring strategies and identify areas for improvement
- Manage and oversee the security-specific background check process and ensure compliance with all relevant labor regulations and industry standards
- Supervise and mentor recruitment personnel, providing guidance and support to optimize recruitment efforts and foster professional growth

Required Skills and Qualifications:

- Bachelor's degree in human resources, Business Administration, Security Management, or a related field; a master's degree is a plus
- Five (5) years of proven experience as a Talent Acquisition Manager, Hiring Manager, or a similar recruitment leadership role
- At least three (3) years of experience recruiting for security, law enforcement, or cybersecurity positions
- Deep understanding of the security industry, including relevant technologies, systems, and standard operating procedures
- Proficiency with Applicant Tracking Systems (ATS) and other recruitment software.
- Exceptional communication, interpersonal, and negotiation skills
- Strong leadership capabilities with a focus on coaching and motivating a team
- Excellent organizational skills and the ability to manage multiple priorities in a fast-paced environment

- Strong strategic and analytical thinking, with the ability to use data to inform decisions

Preferred Qualifications:

- Relevant certifications, such as CISSP, CISM, or other security and HR credentials
- Experience with a global or multi-site organization
- Knowledge of federal and state laws pertaining to recruitment and hiring.

To Apply:

If you are a strategic thinker with a passion for building exceptional security teams, we encourage you to apply. Please submit your resume and cover letter to info@segalsecurityliberia.org or segal_2006@yahoo.com

All Applications are to be submitted via email and addressed to:

The Human Resource Manager
Security Expert Guard Agency of Liberia
10th Street Sinkor, Beachside of Gardiner Avenue
Monrovia, Liberia

Deadline for the submission of applications with accompanied CV, credentials is **20th September 2025 at 1700 hours.**

Unsuitable applications will not be acknowledged.

Late Applications will not be considered.

10th Street Sinkor, Beachside of Gardiner Avenue, Monrovia-Liberia, Email: info@segalsecurityliberia.org

Tel: 0880802700/ 0888661010/ 0880802701/ 0880802721

“Prima ed ultima opzion”