



PROJECT ADVERTISEMENT:

Risk, Security and Operations Manager

Verification and Technical Assurance Programme – Ukraine (VERITAS-UKR)

Fixed-term consultancy position, from 1 August 2026 to 31 December 2029, based in Kyiv, Ukraine, with possibility of travel in Ukraine.

June 2026



Introducing Integrity

Integrity is an ethical consultancy and service provider working in challenging and complex environments around the globe.

We help our clients succeed in fragile and challenging environments while building trust and understanding as the basis for transformative change. We work across all phases of the programme and project cycle, delivering ten complementary services: monitoring, evaluation and learning / data analytics / research, evidence and analysis / technical assistance / capability and capacity development / advisory / project management / communications / stakeholder engagement / grant and fund management. Our services are underpinned by the principles on which we were founded, a commitment to providing reliable information and evidence, and expert and high-quality delivery.

With offices in London, Washington DC and Islamabad, our multi-national team of over 40 deliver multi-year projects, programs and consulting assignments to a wide range of government clients, international organisations, foundations and private sector clients.

VISION: To set the international standard for ethically delivered expert services in complex and challenging contexts.

MISSION: We use evidence and learning to provide trusted advice and enable change for a sustainable future.

VALUES:

- **Courage:** We work on many of the world's most complex problems. We stand against violence in all its forms. We are unafraid to stand up to illegal or unethical practices.
- **Objectivity:** We challenge conventional thinking. Our recommendations are not based on assumptions or ideology but evidence and learning.
- **Diligence:** We incorporate our best individual and collective intellect through rigour, reflection, and collaboration.
- **Accountability:** We take responsibility for the quality of our work and performance. We hold ourselves to account through clear policy and process, sustained by long-term profitability.
- **Sensitivity:** We understand the impact of our presence and our work, empathise with people's situations, and commit to do no harm.

ETHICS: Integrity upholds the highest standards in our work, our employment of staff and our interactions with people. Through adherence to our core values, we ensure the best possible service and benefit the communities amongst whom we work.

We commit to building a diverse and inclusive organisation where all feel safe and able to progress, contribute and be heard, regardless of gender, race, disability, age, sexual orientation, religion, marital or parental status.

Further information about Integrity can be found at www.integrityglobal.com

Project background

The UK Foreign Commonwealth and Development Office (FCDO) have contracted Integrity to deliver demand-led independent Third-Party Monitoring (TPM) services and portfolio evidence research analysis for the FCDO's ODA portfolio in Ukraine (managed by British Embassy (BE) Kyiv).

The contract is intended to provide assurance and transparency of results being achieved by the FCDO's implementing partners (IPs) and downstream partners in Ukraine, to increase accountability to project beneficiaries and achieve greater assurance for the portfolio.

The expected impact of this project is to improve and maintain the FCDO ODA programme performance in Ukraine. Improvements in the quality of programming will result in improved humanitarian and development delivery and better value for money (VfM) for the people of Ukraine. This in turn, is expected to strengthen public and ministerial confidence in FCDO programming for Ukraine. The intended outcome is strong evidence for accountability and strategic planning, alongside enhanced knowledge of the portfolio. FCDO will also have increased knowledge of the on-the-ground delivery to inform decision making.

Scope of work

The Risk, Security and Operations Manager will report to the Programme Manager and lead the operational and security management of the Verification and Technical Assurance Programme, Ukraine (VERITAS-UKR) programme, in line with Integrity's operational and risk policies.

They will have oversight of VERITAS TPM activities to provide support and deliverables that enhance FCDO's and BE Kyiv's understanding and management of programmatic, operational and reputational risks in Ukraine. This position requires extensive stakeholder engagement and coordination skills, TPM knowledge, and an expert-level understanding of the context. It also requires a commitment to fostering a positive and empathetic work environment in a remote team structure amidst rapidly changing circumstances and urgent deadlines.

Terms of reference

A. Technical design and delivery

- Oversee the implementation of the security, risk and operations strategy for VERITAS, in coordination with the Programme Manager and oversight from Integrity's Operations Team.
- Lead on all aspects of Duty of Care (DoC), risk mitigation and maintain security context oversight.
- Support the TPM Team Leader and Senior TPM Manager in the planning of each Tasking Order (TO). Make sure each TO is planned with the appropriate level of risk management, DoC and Do No Harm at its core.

- Provide the TO lead with up-to-date risk profiles of ongoing TPM activities, including conducting regular risk assessments.
- Lead monthly in-depth risk reviews to calibrate risk management features. In coordination with the Programme Director, Programme Manager and Integrity's Senior Security & Risk Manager, conduct a review of challenges faced, with a three month look ahead to identify potential contextual changes.
- Lead monthly reviews of the risk register to ensure it reflects the current political and programmatic environment, and VERITAS requirements, in coordination with the Programme Manager and Integrity's Senior Operations and Risk Manager.
- With support from the Programme Manager and Integrity's Senior Operations and Risk Manager, take responsibility for monitoring risks that might challenge VERITAS' personnel and supply chain DoC, including applying bespoke mitigation measures to keep the team safe.
- With oversight from Integrity's Operations team and support from the Programme Manager, track all personnel travel and have regular check-ins with deployed personnel, including conducting ongoing risk assessments of the local security environment.
- Work with the Programme Manager and Integrity's Senior Operations and Risk Manager to identify the most cost-effective personnel tracking tool, for example Vismo. Use Vismo (or the selected tool) to actively track deployed personnel and local staff based in Ukraine. Ensure that our TPM data collection partners are also using the same tool as part of their deployed personnel management.
- Support the Integrity Operations team with reporting and managing incidents in line with the operations manual, as required.
- Use open source-information to inform ongoing assessment and risk mitigation including the live Universal Awareness Map series, ACRED's Ukraine Conflict Monitor, and the Institute for the Study of War.
- Support the PMU in the identification and assessment of potential office premises for the Integrity team, including office risk identification and mapping, access management and security/safety protocols, as required.

B. Coordination

- Establish and maintain constructive working relationships with key stakeholders in the relevant FCDO, BE Kyiv, and IP teams, as well as with all TPM subcontractors.
- Regular coordination with VERITAS team members through leading, participation, and contribution in team meetings, team training and capacity building.

C. Learning

- Share lessons identified and learnt from technical delivery, supporting the Programme Manager and Integrity Operations team in integrating FCDO/IP/subcontractor feedback in to risk management approaches.
- Collaborate with the project team and Integrity staff to share best practices and lessons from programme delivery.
- Develop and cultivate a 'one team' ethos across the project team, fostering a collaborative team ethos emphasising accountability, agility, problem-solving, and effective communication with all parties.

Your experience and expertise

You will have:

- 10+ years' experience providing operational and/or risk management expertise and support in complex overseas contexts to clients and/or internal stakeholders.
- 10+ years' experience working in Ukraine, including engagement with multilateral agencies, funds, consultancies and/or NGOs delivering in Ukraine since February 2022.
- Strong analytical skills and experience producing high-quality written outputs to support operational decision-making in high-risk environments.
- Demonstrated experience in leading complex stakeholder engagement with monitoring, evaluation, or research companies, Civil Society Organisations (CSOs)/Non-Governmental Organisations (NGOs), and government departments.
- Strong thematic and contextual knowledge of humanitarian assistance in Ukraine (social protection, psychological support, evacuations, prevention and response to gender-based violence and sexual exploitation and abuse, emergency response services).
- Ability to work under pressure and to tight deadlines, maintaining high levels of accuracy and attention to detail in work across different TPM activities.
- Excellent oral and written communication, analytical, interpersonal, and management skills.

It is desirable that you will also have:

- Experience working with teams of staff and consultants contributing to successful TPM project delivery.
- Thematic experience relevant to fragile environments including in conflict, security and justice, governance, gender and social inclusion, economic development, climate, natural resources and environment, health and/or education.

Languages:

- Fluency in written and spoken English is required, proficiency in Ukrainian is highly preferred.
- Written and oral fluency in English, with the ability to write clear and compelling narrative;

How to apply

If you are interested in applying for this position, please complete the application form at www.integrityglobal.com/apply and attach a CV and Cover Letter, explaining why you are suitable for and want the role. Applications submitted without a cover letter will not be considered.

The closing date for applications is 17 July 2026. However, we will review candidates on a rolling basis, and the vacancy may be filled before this deadline. **We encourage early applications.** Please be advised that only shortlisted applicants will be contacted.

Candidates must have the right to work in Ukraine.

Integrity is an equal opportunities employer. We encourage applications from suitably qualified and eligible candidates, regardless of gender, race, disability, age, sexual orientation, religion, marital or parental status. We will respect your confidentiality and abide by UK / US data protection laws.