

# **GOVERNMENT VACANCY**

## **JOB TITLE: DIRECTOR TCI BORDER FORCE**

**MINISTRY:** Ministry of Immigration and Border Services

**LOCATION:** The job is based in **Providenciales** but at the discretion of the Director General and TCI Public Service transfer policy, may be relocated to any island or cays in the TCI.

### **JOB SUMMARY:**

The Director is a member of the Senior Leadership Team (SLT) of TCI Border Force. He/she has responsibility for overseeing the implementation of operational strategies, ensuring compliance with relevant laws and regulations, and managing a diverse workforce to deliver effective and efficient border security services.

### **KEY DUTIES AND RESPONSIBILITIES:**

The Director is responsible for the day-to-day leadership and operational management of a division of Border Force. This encompasses developing and implementing operational strategies aligned with the organization's strategic objectives, managing resources and budgets, leading and developing a high-performing team, ensuring the effective and efficient operation of all border security activities, and maintaining compliance with all relevant laws and regulations.

Specific tasks include:

1. Develop and execute operational strategies aligned with the organisation's strategic objectives.
2. Oversee the development and implementation of all strategic and operational plans, policies, and procedures.
3. Deputise for the Director General during periods of absence.
4. Ensure the effective and efficient operation of all border security activities.
5. Monitor and evaluate operational performance, identifying and addressing areas for improvement.
6. Manage and optimise the allocation of resources (human, financial, technological) to effectively respond to emerging threats and incidents.
7. Develop and implement strategies to mitigate identified risks.
8. Ensure compliance with all relevant laws, regulations, and international agreements governing Border Force operations.
9. Build and maintain strong relationships with internal and external stakeholders, including government agencies, law enforcement partners, and international organisations.

10. Represent Border Force at industry forums and conferences.
11. Lead, motivate, and develop a high-performing team, including frontline officers, supervisors, and managers.
12. Monitor and evaluate individual and team performance, implementing performance improvement plans as needed.
13. Champion initiatives that improve organisational outcomes and foster a positive and supportive work environment.
14. Drive the adoption and integration of technology and innovation to enhance border security capabilities.
15. Develop and maintain emergency preparedness and response plans for various scenarios.
16. Performing other related tasks as assigned.

### **MINIMUM QUALIFICATIONS & EXPERIENCE:**

#### **Qualifications:**

- This position requires the holder to have a Bachelor or advanced degree in a relevant field (e.g., International Relations, Public Finance Management, Law Enforcement, Law, National Security, Public Administration, Criminology, Business Administration)
- A Master's Degree or higher would be an advantage.

#### **Experience:**

This job requires a minimum of fifteen (7) years in a senior leadership role. A senior leadership role within a border management or similar law enforcement environment will be a plus.

### **COMPENSATION:**

SALARY: Grade 10.1- \$87,398.00 per annum.

### **APPLICATION PROCEDURE:**

Resumes with current contact information must be accompanied by a Cover Letter, two letters of reference (one preferably from a former employer), copies of educational certificates, a Police Certificate and a copy of the Passport photo page.

**Current serving officers must apply through their heads of department.  
Incomplete applications without supporting documents will not be processed**

