



INTERNAL CALL FOR APPLICATIONS

Following the approval of a grant by the Swedish Ministry of Foreign Affairs for the development of a new section on Ghana for the Hybrid Security Governance Observatory (HSGO), the African Security Sector Network (ASSN) is calling for applications from its members to fill the following positions for the implementation of the project:

1. Project Lead/HSGO Coordinator
2. Researcher/Analyst
3. Research Assistants

BACKGROUND

There is currently no single data base which facilitates comprehensive understanding and overview of formal and informal security governance in Africa. The HSGO is designed to address this gap by documenting and sharing top-down and bottom-up information on security governance in Africa. By providing access to data that integrates formal and informal norms, structures and dynamics (regularly updated as required), the HSGO aims to become a standard reference web-page, the first of its kind on the continent. The HSGO was launched in October, 2024 with sections on Mali, Niger, the DRC and South Sudan as well as African international organizations, including the AU and ECOWAS. As part of its expansion, this project focuses on developing a new section on Ghana

The Observatory is structured around the concept of “hybrid security governance”, and seeks to provide (a) comprehensive mapping of hybrid security structures in African countries; (b) an integrated analysis of the different components of hybrid security governance in Africa; (c) analysis of the most salient public security and SSR challenges in each case; and (d) capacity to respond to security needs of both states and populations. In this sense, the HSGO is conceived as a tool to aid understanding of the security architecture and modes of security governance in the Africa region, targeting the data needs of regional and international organisations, national governments, policy-makers and legislators, civil society, researchers, and media organisations. More information on the HSGO is available at <https://africansecuritynetwork.org/HSGO4/>

REQUIREMENTS

Project Lead/HSGO Coordinator: this person will offer overall strategic direction to the research project and must have in-depth understanding of the HSGO approach and website as well as a thorough appreciation of Ghana’s security architecture. The project lead must also possess extensive research experience working on state and non-state security actors in Ghana and beyond.

Educational background: the successful applicant should be holder of a PhD with a minimum of 15 years+ experience in the relevant discipline.



Researcher/Analyst: the researcher/analyst will be the lead researcher providing data and analysis of the research outputs and collating them in a manner consistent with the other country sections on the HSGO website.

The Researcher/Analyst should possess a PhD with 10 years+ research experience on security issues in Ghana.

Research Assistants: Reporting to the Researcher/Analyst, the research assistants will be responsible for data collection and analysis, content development and updates.

The research assistants must have a minimum of a Masters degree and 5 years + experience working in the social sciences. Data collection experience in the relevant field will be an added advantage.

ASSN is an equal opportunity employer and females are strongly encouraged to apply.

Application deadline: 12th November, 2025

Project duration: November to December, 2025

Interested persons should kindly send an expression of interest together with their current CVs to info@africansecuritynetwork.org by 12th November, 2025.

Note: Applicants should be members of the African Security Sector Network (ASSN).