

The Security Executive's Job Report

Week of July 25, 2011

NORTHEAST

Corporate Security Director. Location: Philadelphia, PA. Company: **CIGNA**. Job ID: 75095. CIGNA's Mission: To help the people we serve improve their health, well-being and sense of security. At CIGNA, we are committed to providing our customers with benefits, expertise, and services that improve their health, well-being, and sense of security. Our people are the key to success in a changing and increasingly competitive marketplace. The collective skills, behaviors, and work experiences of all CIGNA employees enable us to make a real difference in the lives of our customers. We seek the most talented and creative minds in the industry to develop innovative solutions our customers value and expect. CIGNA is committed to recruiting, developing, motivating, and retaining a diverse workforce representing the best and brightest both inside and outside of our industry - a workforce that reflects our customers and the communities where we operate. Role Summary: Has primary responsibility for the protection of the organization's employees, customers, property and assets from any preventable harm or danger; Provides direction and guidance in all major internal and external investigations; Acts as a liaison with local, state and federal law enforcement authorities on all matters pertaining to security; Designs and implements all policies and procedures relating to the corporation's security programs, including loss prevention, loss recovery and employee safety. Responsibilities: The Director of International Security Operations will direct the overall CIGNA international security function, including policy development and implementation, to ensure the protection of the company's assets and its overseas employees. Major Duties and Responsibilities: *Oversees the formulation of policies and procedures to provide the most cost effective protection for the employees and assets of CIGNA's international security operations commensurate with the company's business goals. *Directs the formulation, implementation and management of plans and procedures to provide protection of key CIGNA executives while traveling overseas and other business environments as required, including advance protection surveys, plans, investigation of threats, management of protected resources. *Directs CIGNA's investigations internationally which deal with employee safety and protection of company assets. In this capacity, maintains liaison with other CIGNA security functions (i.e. SIU, Audit, Computer Information). *Controls the international security arrangements for CIGNA activities attended by senior CIGNA executives, members of the Board of Directors and visiting dignitaries. *Oversees the formulation and implementation of plans and procedures for the technical protection of CIGNA employees overseas in the office or other business environments as required. *Manages the development and dissemination of the CIGNA overseas security awareness programs to educate employees for their own protection and the protection of company assets. *Directs the activity for the overseas managing

of consultant services to CIGNA Real Estate in all matters pertaining to security such as electronic security and safety, access control, intrusion detection and fire protection systems. *Serves as internal liaison with CIGNA international legal, safety, audit, medical and risk management departments on security-related matters. *Serves as external liaison with law enforcement agencies, U.S Department of State and security officials of international companies in order to remain aware of the degree of any threat, and measures being taken to counter it. *Remains abreast of new technology and trends in the field of security in order to recommend new equipment and/or practices that could enhance security or reduce costs. Qualifications: *Bachelor of Science Degree *Twenty years experience in law enforcement. This experience must include the performance of criminal investigations and the performance of executive protection. Supervisory responsibilities in both of these areas are also required. *Five years of corporate security experience at the managerial level. *International security experience. *In-depth technical knowledge of security standards, programs, techniques, and state-of-the-art equipment. *Skilled in protection of dignitaries, security transportation and logistics planning. *Budgeting, negotiations and problem-solving skills. *Excellent human relations skills and oral and written communications skills. To Apply: Go to www.cigna.com and follow the links.

Director of Safety & Loss Prevention. Location: White Plains, NY. Company: **Crowne Plaza Hotel (InterContinental Hotels Group)**. What's your passion? Whether you're into sports, shopping or karaoke, at IHG we're interested in you. At IHG we employ people who apply the same amount of care and passion to their jobs as they do their hobbies - people who put our guests at the heart of everything they do. And we're looking for more people like this to join our friendly and professional team. The Crowne Plaza White Plains is a well known landmark hotel in the Westchester, White Plains area. Located in the heart of the downtown district, this hotel enjoys an upscale and affluent clientele. The Crowne Plaza White Plains boasts an excellent local reputation and has served as host for many of Westchester's most prestigious corporate and social clients. By bringing your expertise and passion to any one of our brands, you will help us achieve our goal of creating great hotels guests love. We currently have a position available for a Director of Safety & Loss Prevention. This role will manage the Security function to provide a safe and secure hotel environment for our guests and employees. Duties and Responsibilities: *Manage the daily activities of the security department. Determine the security and safety requirements necessary to ensure that hotel property, employee and guests are protected against theft, crime and threats on a 24 hour per day basis. *Establish procedures to prevent/minimize the loss from theft and other safety risks. Maintain audit reports and records on all loss and safety incidents and implement system or

procedure enhancement from information learned during the investigations. *Train/educate employees on current safety issues to ensure compliance with all Company loss control policies and current security and safety regulations. Develop and conduct training for general managers, security officers, owners and line level employees in the area of safety, security and fire protection. *Arrange and provide special security services for special events and executives as requested. You may perform other duties as assigned and may serve as "manager on duty" as required. Job Requirements: Requirements include some college or vocational training, plus four years of hotel or related security and safety experience and/or military/law enforcement experience, including supervisory experience, or an equivalent combination of education and experience. Other Information: Certification in safety and training and/or licensed as a Security Officer or Law Enforcement Officer may be required. Certified CPR, First Aid instructor and training in law enforcement techniques desired as well as working knowledge of local laws, investigation methods, OSHA requirements and fire codes and life safety codes; May be required to work nights, weekends, and/or holidays. To Apply: Go to www.ichotelsgroup.com and follow the links.

Physical Security Specialist. Location: Pittsburgh, PA. Company: **Carnegie Mellon University.** Job Number: 8411. Description: As a member of the SEI Security group, the Physical Security Specialist (PSS) is responsible for an array of critical facility and personnel security and safety matters at facilities in Pittsburgh and elsewhere including: guard force training and resource allocation management; maintenance of the operational security (OpSec) plan; security systems operation and evolution (e.g., oversight of the use and contracted maintenance of alarm, access control, surveillance, and environmental monitoring systems); Emergency Response and evacuation planning and preparedness; maintaining up-to-date security surveys for facilities under Defense Security Service (DSS) cognizance. Other duties by assignment may include a variety of security-related administrative or operational tasks directed at establishing and sustaining specified levels of effectiveness in security management, and in responding to emergency conditions. Qualifications - Minimum: *Education: Bachelor's degree or equivalent combination of training and experience. *Experience: At least 5 or more years of related experience. Knowledge of physical security, alarm systems, access control systems and Closed Circuit Television (CCTV) and emergency preparedness required. Possess an understanding of and experience-based familiarity with physical security practices (to include life safety) required to establish and maintain system integrity for safeguarding sensitive and classified material in a controlled security environment. Experience supervising a security guard force for sufficient coverage and acceptable performance of guard responsibilities is needed. *Skills: Must have initiative and ability to follow through on projects from initiation to completion, ability to work with blue prints, flexibility in work schedules, ability to respond on-call 24/7, ability to work under tight deadlines. Excellent oral and written communications and the ability to make security training presentations to a group. Ability to relate well with technical staff. Ability to work as part of a team to accomplish goals and objectives. Knowledge regarding operation of safes and locks and changing combinations on security containers.

*Physical Mobility: Ability to travel to SEI and CMU locations and facilities locally and off-site locations in Washington DC metropolitan area. *Environmental Conditions: Exposure to weather related elements. Working in external and internal building construction areas and secure areas. *Mental: Ability to pay close attention to detail, meet inflexible deadlines, remain calm during difficult situations, work under pressure and work with frequent interruptions. Must be courteous and responsive to internal and external customer service requests. Ability to maintain confidentiality of security records. *Other: Position may occasionally require after-hours and weekend duty or response to emergency situations. Candidate must be able to pass a background investigation to obtain a United States DoD Top Secret clearance with SCI eligibility and must be a U.S. citizen. Preferred: *Education: Masters Degree; DSS certification as a Facility Security Officer with additional FSO or Industrial Security courses or DSS Security Courses. *Experience: Ten years experience in the industrial security field in support of Department of Defense (DoD) work. *Other: Current TS Security Clearance and prior adjudication for SCI eligibility. To Apply: Go to www.cmu.edu and follow the links.

Regional Loss Prevention Manager. Location: New York, NY. Company: **Liz Claiborne, Inc.** Job ID: 13603. Liz Claiborne Inc. designs and markets a global portfolio of retail-based premium brands including Juicy Couture, Kate Spade, Lucky Brand and Mexx. The company also has a refined group of department store-based brands with strong consumer franchises including the Monet family of brands, Kensie, Kensiegirl, Mac & Jac, and the licensed DKNY® Jeans and DKNY® Active brands. The Liz Claiborne and Claiborne brands are available at JCPenney, the Liz Claiborne New York brand designed by Isaac Mizrahi is available at QVC, and the Dana Buchman and Axxess brands are sold at Kohl's. Overview: This Regional Loss Prevention Manager is responsible for all aspects of retail store loss prevention. The position is vital for the protection of company assets in our retail stores and the investigation and recovery of compromised assets. Shrinkage reduction is important to the overall financial performance of our retail stores. In addition, this position provides important and ongoing training that improves our customer service levels and policy and procedure compliance. The position works hand in hand with our retail store business partners, Human Resources and various other corporate support departments i.e. Finance, IS and Facilities, within the organization. Responsibilities: *Responsible for all Juicy Couture, Kate Spade and Lucky Brand Jeans stores in the Southeastern US (AL, TN, GA, FL, SC, NC, PR) retail loss prevention including: theft / fraud investigations, shrinkage reduction, conduct store visits / audits, conduct training seminars, develop and distribute loss prevention educational materials, conduct background investigations, manage apprehensions, conduct associate interviews, conduct investigations relating to disability or worker compensation frauds. *Perform in depth store policy and procedure compliance audits. *Liaison with all retail divisional areas, Human Resources, Inventory Control, Cash Management, Sales Audit, Store Operations, Store Construction, and Retail division heads. *Assist in developing retail loss prevention training materials. *All other components of Retail Loss Prevention. *Coordinate with and assist law enforcement authorities on outside investigations relating to Liz Claiborne issues. Manage all court related cases involving Liz Claiborne

Retail Loss Prevention. *Corporate assignments as needed. *Travel required up to 50%. Qualifications: *3-5 years Retail Loss Prevention *5+ years High Volume based retail loss prevention management *Wicklander-Zulawski Interview Techniques. To Apply: Go to www.lizclaiaborneinc.com and follow the links.

WASHINGTON, DC AREA

Manager, Region Security & General Investigation – National Facilities Services. Location: Silver Spring, MD. Company: **Kaiser Permanente.** Requisition ID: 085510. Kaiser Permanente is seeking a Manager, Region Security & General Investigation that collaboratively designs, develops and administers a strategic, comprehensive, cost efficient and operationally effective security services/ investigation services program in accordance with professional and regulatory standards, for the Hub office in Rockville, Maryland and for the East Coast regions of Kaiser Permanente. Oversees and administers contract security services including performing audit and general management oversight functions. Strategically consults and orchestrates the development of standards, policies and practices which support Hub continuity, consistency, quality, and cost efficiency. Plans, directs, or conducts complex investigations involving criminal activity and develops, recommends, and revises investigative policies and procedures. Develops and presents fraud prevention training programs to all levels of staff. Essential Functions: •Plan, organize, and manage security operations within the East Coast regions of KP. Promotes Hub standardization by providing access to current industry practices and integrating national initiatives, and provides leadership in the strategic direction, planning, and coordination of security management operations. Develops, recommends, and revises investigative policies and procedures, as necessary. •Ensures acceptable levels of Hub and East Coast regions' compliance to legislative and regulatory requirements such as JCAHO, NCQA, Health & Safety Code 1257 and OSHA guidelines. •Oversees and administers contract security services including performing audit, budget monitoring, and general management oversight functions. This includes an ongoing analysis of staffing needs and invoicing, but does not involve direct management and supervision of contract security personnel. The Security Manager will act as a liaison between KP proprietary staff and contract staff to accomplish mutually agreed upon goals. •Plans, directs, or conducts complex investigations involving criminal activity; Directs all undercover investigations to include covert surveillance and personnel protection assignments. •Plans, directs, or conducts investigations involving actual or potential incidents of workplace violence. Develops and presents fraud prevention training programs to all levels of staff up to and including executive management. •Develops and maintains effective business relationships with all levels of management and union leaders. Basic Qualifications: •10 years of professional security experience in a full service senior security management capacity within a large multi-facility health care or industrial security environment is required. •Extensive experience in managing a professional and technical staff to include functional oversight of investigative operations, uniformed guard operations, electronic security systems, policy development and new program development is required. •Strong general management skills with an emphasis on strategic, operation, and program

design are required. •Well developed background in dealing with all sectors of law enforcement community at all levels as well as internal organizations such as legal, labor relations, internal audit, KFH, KFHP, and TPMG is required. •Basic knowledge of associated Health & Safety Codes and the judicial system for Maryland, Georgia, North Carolina, New York, Connecticut, Vermont, Massachusetts, and District of Columbia is required. •Knowledge of employee grievance and arbitration procedures is required. •Knowledge of point of sales transactions and inventory investigative issues is required. •Bachelor's degree in criminal justice, business administration, or related field is required. •Health Care Protection Administrator (CHPA) or Protection Professional (CPP) certification preferred. •An individual should have the following core behaviors: ·Champions Innovation and Change ·Collaborates ·Communicates Effectively ·Develops Self/Others ·Drives for Results ·Focuses on the Customer ·Takes Accountability ·Demonstrates Business Acumen ·Exerts Influence ·Emotional Intelligence. Preferred Qualifications: Master's degree is preferred. Travel: Yes, 5% of the time. To Apply: Go to www.kaiserpermanente.org and follow the links. Note: External hires must pass a background check/drug screen.

SOUTH

Regional Loss Prevention Manager. Location: Atlanta, GA. Company: **Gymboree Corporation.** Job Code: 071811. The Gymboree Corporation is a specialty retailer operating stores selling high-quality apparel and accessories for children under the Gymboree, Gymboree Outlet, Janie and Jack, and Crazy 8 brands, as well as play programs for children under the Gymboree Play and Music brand. Job Description: This position will be responsible for strategic development and implementation of all loss prevention programs in the South Central region. This position is located in Atlanta, GA. The Regional Loss Prevention Manager will work closely with the field organization. This person will be responsible for conducting investigations and interviews for inventory, cash loss, and breach of company policies and procedures. She or he will manage and process anonymous employee tip calls within a timely manner. This person will communicate and execute Gymboree's target store shrink reduction programs. Execution of these programs include understanding, assessing and analyzing store loss through extensive data analysis in the areas of merchandise shrink, POS transactions, alarm activity, security compliance and many others. The Regional Loss Prevention Manager will perform Operational Audits and report audit results to management. He or she will organize and facilitate Loss Prevention training sessions and conference calls for all levels of field personnel as requested. This person will work closely with management to communicate and train operational standards. He or she will also work with business partners to ensure all aspects of Loss Prevention are integrated into the daily operations of the stores. This person will assist in the creation of action plans to achieve operational compliance and will follow up through store visits to ensure compliance of company policy and procedures. The Regional Loss Prevention Manager will maintain liaisons with law enforcement to coordinate criminal investigations or prosecutions. This person will be responsible for participating in special projects/assignments as assigned. This is a field position with weekly overnight travel required. Job Requirements: Excellent

communication, verbal and written, skills are required. College degree preferred. Proficient knowledge of computer applications; Microsoft Office applications (Excel, Word, Outlook). Wicklander/Zulawski certification is required. 5-7 years of multi store retail Loss Prevention management experience required. Person located in Atlanta with ability to perform weekly overnight travel (4 days per week) in assigned region/districts. This candidate will have outstanding customer service skills and the ability to manage workloads and complete objectives with little to no supervision. The successful candidate must be secure working in a fast-paced, rapidly changing environment, capable of handling multiple tasks and possess excellent organizational, communication and analytical skills. Candidate must possess the ability to maintain confidential information. The candidate must successfully clear a background check consisting of criminal and reference checks. To Apply: Go to www.gymboree.com and follow the links. Notes: Principals Only. No phone calls please. The Gymboree Corporation is unable to provide relocation assistance for this position.

MIDWEST

Associate Director for International Safety and Security.

Location: Evanston, IL. Company: **Northwestern University.** Job ID: 17584. Job Summary: The Associate Director for International Safety and Security will coordinate with the Director of Emergency Management and all relevant units on campus to develop and maintain Northwestern University's international travel emergency preparedness strategy, training, and response plans and will coordinate the execution of emergency response protocols, as required. This position serves primarily the undergraduate student population, but will include some related informational and support services for graduate students, as well as faculty and staff traveling or working abroad. Job Summary: The Associate Director for International Safety and Security will coordinate with the Director of Emergency Management and all relevant units on campus to develop and maintain Northwestern University's international travel emergency preparedness strategy, training, and response plans and will coordinate the execution of emergency response protocols, as required. This position serves primarily the undergraduate student population, but will include some related informational and support services for graduate students, as well as faculty and staff traveling or working abroad. Specific Responsibilities: •The Associate Director for International Safety and Security based in the Study Abroad Office will coordinate with relevant units on campus, as well as U. S. and international study abroad partners, to develop and maintain Northwestern University's international travel emergency preparedness, 24/7 hotline, and response plans; coordinate the execution of emergency response protocols, as required. •Serve as the University's first responder to all crises abroad, including after-hours calls to the 24/7 University hotline. Continuously monitor the political, health, safety and security conditions abroad in locations where students are studying or propose to do so. Apprise relevant University administrators of changing safety conditions abroad; recommend and manage appropriate and timely responsive actions. In the event of serious illness, injury or death abroad, serve as the University's point person, communicating with appropriate University officials, coordinating evacuation or repatriation efforts with relevant U.S.

Embassy officials, insurance providers and the student and/or family. •Monitor the collection and upkeep of student, faculty and staff contact information abroad. Oversee, improve and promote the use of a traveler database, including the collection, tracking and compliance of new and existing faculty/staff/graduate student registration for international travel. •Partner with Northwestern units and administrators (such as Health Services, Counseling and Psychological Service, General Counsel, Risk Management, and the Police Department) to plan, develop, and implement health, safety and security training workshops and orientation programs for administrators, faculty and professional groups involved in study abroad—and relevant components of the fall and spring undergraduate pre-departure orientations. Track stakeholder compliance with required training for all program leaders. •Serve as the University's primary liaison to international health insurance and safety/security providers. Oversee the collection of personal information for all students to ensure that all students have mandatory international health insurance coverage and enroll in mandatory safety and security programs (in some cases in collaboration with partner programs). Design emergency preparedness and response wallet cards for students and employees. Contribute to the development of student handbooks in areas of international travel health, safety and security. •Serve as the Chair of the Study Abroad Risk Assessment Committee (SARAC). In that capacity: set the agenda; provide relevant background materials to members (including commentary from U.S. Department of State and International SOS); oversee the production and dissemination of committee minutes; carry out and follow up on Committee directives, including the production of memos and recommendations to the Provost. •Receive appeals of the University's High Risk Travel Policy. Coordinate the review of appeals by the Global Risk Review Committee, when established. •Collaborate with key professionals at the national and international level on an on-going basis; represent the University at appropriate U. S. and international conferences; and conduct site-visits abroad, as warranted. •Maintain statistics on the number, type and severity of reported incidents; submit an annual incident report to the Director, with analysis and recommended preventive actions. •Performing related duties as required or assigned. Minimum Qualifications: •Bachelor's degree or the equivalent combination of education and experience from which comparable knowledge and abilities can be acquired •At least three years in a higher education setting with education abroad, international safety and security, campus crisis management and/or risk management experience •Significant international experience •Demonstrated ability to collaborate as well as to build and foster strong relationships with stakeholders at all levels: administrators, support staff, faculty, students and parents •Excellent organizational, interpersonal, presentation and communication skills, both oral and written •Proven ability to formulate and implement realistic plans •Ability to multi-task with time-sensitive matters under pressure •Superior analytical skills •Demonstrated ability to handle private and culturally-sensitive matters with discretion •Proficiency with computer software, data management, and social media. Preferred Qualifications: •Five (5) years in a higher education setting with education abroad, international safety and security, campus crisis management and/or risk management experience •Experience developing or revising policies and procedures in a university setting •Supervisory experience •Experience developing informational websites

•Demonstrated ability to manage complex, fast-breaking, emergencies with grace under pressure •Demonstrated ability to engage in critical decision-making, prioritize and problem-solve
To Apply: Go to www.northwestern.edu and follow the links.
Notes: As per Northwestern University policy, this position requires a criminal background check. Successful applicants will need to submit to a criminal background check prior to employment.

Manager of Personnel Security. Location: Des Moines, IA. Company: **The Principal Financial Group.** Job Number: 212552. The Principal Financial Group® (The Principal®) is a leading global financial company offering businesses, individuals and institutional clients a wide range of financial products and services. Our range of products and services includes retirement solutions, insurance, wellness programs, and investment and banking products through our diverse family of financial services companies and national network of financial professionals. Responsibilities: Responsible for the personnel security component of the globally corporate security program including investigations, intelligence, emergency management, executive protection, safety, and education/awareness. Establish, document, implement and oversee Corporate Security personnel security programs, standards, policies, and procedures globally. Qualifications: Bachelor's degree or equivalent (6 years work experience) with 6-8 years related work experience required working directly in a physical security leadership role. Candidate must have demonstrated experience in corporate security with subject matter expertise in investigations; executive protection; emergency management; safety; security/safety program development/management along with proven leadership skills. Experience in international security desired. Preference given to candidates with Safety experience. Bilingual skills a plus. Must obtain Certified Protection Professional (CPP) designation within 2 years of hire date. Other designations helpful in this position are Professional Certified Investigator (PCI); safety certifications. Ability and aptitude to communicate with personnel at the Director level and above. Excellent leadership, communication, analytical, time management, team building and problem solving skills required. Strong decision making skills with the ability to remain calm and make decisions quickly and confidently in emergency situations that may have corporate-wide impact. Must have basic computer skills. Requires high degree of accuracy with strong attention to detail. Required to carry cell phone and be on call. Visa Sponsorship: Only individuals with permanent legal rights to work in the United States need apply. Background Check Requirements: Employment at the Principal Financial Group is contingent upon completion of a thorough background check. To Apply: Go to www.principal.com and follow the links.

Director of Safety & Security Services. Location: St. Paul, MN. Company: **Hamline University.** Job ID: 68654. Job Description: This position is responsible for the administration and direction of Safety & Security Services. The department operates 24 hours a day, 365 days a year. The incumbent has exposure to some risk in required response situations and is "on-call" 24 hours. Duties and Responsibilities: •Develop and administer a comprehensive public safety department with a goal of providing a safe learning and working environment. •Develop and implement department policies and procedures. Ensure policies and procedures are compliant with Hamline

policy, federal, state and local regulations. •Perform and oversee investigations. •Maintain liaison with federal, state and local law enforcement, fire and safety agencies. •Develop and manage department programs, including; fire safety, weather safety, evacuation procedures, access control, CCTV, alarm systems and emergency notification. •Provide leadership and direction for department staff. •Develop procedures for hiring department personnel. •Develop and implement training programs for department staff. •Develop and implement work assignments, performance evaluation standards, rewards and discipline programs. •Develop and implement an interdepartmental communication plan (e.g. between shifts, departmental and supervisor's meetings) •Develop and administer a comprehensive campus occupational health and safety program. •Serve as safety and health officer for the university. Develop, coordinate, implement and provide on-going direction of OSHA and EPA required programs. •Initiate or arrange for audits, assessments, testing and sampling relating to indoor air quality, asbestos, lead paint, etc. •Ensure OSHA and EPA reporting is completed and submitted as required. •Assist the University leadership in the development and direction of campus emergency response programs. •Advise and serve as a member of the Risk Management Committee, the Emergency Operations Center and the Behavior Assessment and Critical Incident teams. •Develop and implement policies and procedures for university parking enforcement systems. •Develop and manage annual departmental budget. Required Knowledge/Skills/Abilities: •Proven skills in developing, implementing and managing safety and security operations. •Knowledge and experience in applying best practices in safety and security. •Demonstrated success in conceptual and critical thinking skills. •Possess strong analytical, problem identification and conflict resolution skills. •Ability to communicate in writing and verbally in one-on-one and group situations. •Ability to analyze situations and recognize any safety or health hazards. •Ability to demonstrate a high degree of personal integrity and emotional maturity. •Ability to effectively, and discretely work with confidential and sensitive information. •Ability to work with persons from diverse backgrounds. •Success in building collaborative relationships. •Ability to research and stay abreast of applicable regulations and codes. •Use of a computer is required. Minimum Education/Experience: •BA degree from an accredited college/university •5-7 years of law enforcement or security experience, including leadership. Preferred Education/Experience: •MA degree •Training in occupational and/or environmental health & safety •Experience in a university setting •Experience in occupational and environmental health & safety. •Demonstrated knowledge and skills of safety and security technology. Required Licensure/Certification/Registration: •Valid Minnesota driver's license •Successful completion of required background investigation, medical exam, drug screen and forensic psychological evaluation. To Apply: Go to www.hamline.edu and follow the links. Notes: Review of resumes will begin on August 1 and will continue until the position is filled. This position may be closed upon the discretion of the university.

Police Captain. Location: Wilberforce, OH. Company: **Central State University.** Job Summary: Police Captain provides leadership within the Department of Public Safety and is responsible for managing, preparing, administering and directing all assigned personnel, goals and objectives.

Incumbent works under the general direction of, and reports directly to the Director of Public Safety/Chief of Police. Essential Duties and Responsibilities: Police Captain provides assistance to the Chief of Police in the development and administration of department policy and procedure, managing staffing, carrying out hiring, termination and other human resources and disciplinary actions, serving as a public representative of the department and the University, providing necessary command and control in the absence of other ranking supervisors or managers, ensuring department compliance with law, regulation and policy, and other administrative duties or projects as assigned. Second in rank to the Chief of Police, the Police Captain assumes full responsibility for command of the department in the absence of the Chief. Police Captain may be called upon 24 hours a day to provide management for critical incidents including civil unrest, natural and man-made disasters, high-profile crimes and police actions or other significant department operations. The position of Captain must be able to fulfill all essential duties of a sworn police officer and perform the functional role of the lower ranks as required. Incumbent is occasionally expected to attend off-site training and to provide mutual aid to other agencies or locations, based on the needs of the department. Minimum Qualifications: Education: Bachelor's degree from an accredited higher learning institution in a related field; or equivalent combinations of education, training, and experience. Experience: Be certified with the Ohio Peace Officer training Academy. Have current /previous experience at the rank of Sergeant and Lieutenant for at least 5 years. Required Knowledge, Skills and Abilities: Demonstrate excellent communications skills, training skills, problem solving skills and the ability to interact with a diverse community. Demonstrate the ability to exercise sound judgment and take decisive action in critical situations. Demonstrate the ability to effectively manage a complex organization with multiple priorities and limited resources; Thorough knowledge of law enforcement management theory and administrative standards. Thorough understanding of modern policing issues, philosophies, practices, trends, laws, regulation, and policies as applied within a University environment. Knowledge of technology applications is preferred, including the use of various computer hardware and software systems. To Apply: Go to www.centralstate.edu and follow the links.

Regional Security Manager. Location: Green Bay, WI. Company: **Georgia-Pacific**. Requisition ID: 004329. Headquartered in Atlanta, Georgia-Pacific is one of the world's leading manufacturers and marketers of building products, tissue, packaging, paper, cellulose and related chemicals. The company employs more than 40,000 people at approximately 300 locations in North America, South America and Europe. This position will be involved in all security-related activities to include physical, personnel, and program security. As a senior security manager, this role involves pro-active business management participation and identification of opportunities aligned with achieving business goals and objectives. Specific responsibilities will include: *Maintain a relationship with leadership at all facilities within assigned region. *Provide investigative leadership and expertise in the handling of formal investigations requiring detailed root cause analysis reports. *Conduct Facility Security Risk Assessments and Security Vulnerability Assessments. *Conduct investigations and make recommendations as required to best facilitate a peaceful and

safe resolution to potential workplace conflicts. *Monitor and provide support to facilities regulated by Chemical Facility Anti-Terrorism Standards and the Maritime Security Transports Act. Assist with the completion of Security Vulnerability Analysis and the development of Facility Security Plans as required by regulation. *Monitor advances in security related technology and systems, leverage knowledge to provide best value and efficiently protect people, property and information. *Monitor adherence to policies, recommend and implement procedures, and prepare management reports. *Maintains close relationships with high-level law enforcement, intelligence, and private sector counterparts, and participate in industry security working groups. This position will be required to work flexible hours including evenings, nights, or weekends. Must be on-call and available to respond to incidents 24-hours/7 days a week. Approximately 60%+ travel required. Basic Qualifications: *BA/BS degree in related fields such as Business Management/Administration and/or Criminal Justice. Alternate degrees may be considered if the candidate possesses a mixture of relevant training and experience. *Minimum 3+ years experience in the security field within a corporate structure or the equivalent. *Above average understanding of alarm systems, card access systems, video surveillance systems, monitoring systems, and other physical security hardware/software standards and specifications. *In-depth understanding of security legislation (i.e., Maritime Transportation Security Act, the Chemical Facilities Anti-terrorism Standards, and the Customs-trade Partnership Against Terrorism initiative) *Ability to travel at least 60% of the time. Preferred Qualifications: *A second language skill set in Spanish *ASIS Certified Protection Professional (CPP) and Certified Fraud Examiner (CFE) designation is a plus. Security Knowledge & Skills: *Understanding of best practices used to deter and mitigate workplace violence *Knowledge of Executive Protection best practices. *Ability to weigh business risks and enforce appropriate security measures. *Accomplished in conducting and writing risk, threat and vulnerability assessments. Demonstrated abilities: *Identify, extract, and analyze a large volume of information, and to communicate accurate and timely recommendations on business and security related risks to the organization with solid focus on detail. *Strong interpersonal and management skills, written and verbal communication and presentation skills; Ability to influence the thinking of or gain acceptance from others in sensitive situations and of varying backgrounds and learning styles without damage to the relationship. *Ability to resolve problems impacting people, process and program issues *Handle multiple priorities and highly stressful situations with minimal supervision and in a professional manner. *Possess a high degree of integrity and trust along with the ability to work independently or as part of a team. *Demonstrated interpersonal conflict management and cooperative problem solving techniques. *Strong corporate investigations management experience. A background in fraud investigations is preferred. To Apply: Go to www.g-p.com and follow the links.

Chief of Police & Director of Public Safety. Location: Cincinnati, OH. Company: **University of Cincinnati**. Position Number: 211UC1148. Position Description: Reporting directly to the Sr. Vice President for Administration and Finance, the Chief of Police and Director of Public Safety will work in concert and alignment with the goals established by the

University to ensure a secure environment for students, faculty, staff and visitors to the University of Cincinnati. The Police Chief effectively plans, organizes, directs and administers the overall police and public safety initiatives of the campus community. The successful candidate will provide leadership ensuring that law enforcement and public safety policies, procedures, practices, services and programs are appropriate and responsive to maintaining the safety and security of the University. Responsibilities include, but are not limited to:

*Management of University's sworn and non-sworn police and public safety officers; *Creation and maintenance of a departmental budget of \$6M; *Development and implementation of training programs for officers and staff; *Collaboration with local government, law enforcement, and fire fighting agencies; *Development of effective and collaborative working relationships with the various university departments and student organizations; *Development and implementation of effective university protection programs and policies; *Maintenance and compliance with legislation related to campus crime and law enforcement, including preparation and submission of reports; *Planning and scheduling of work of subordinates ensuring proper distribution of assignments and adequate staffing, space and facilities for subsequent performance of duties; and *Participation in public relations activities using departmental policies and procedures, city ordinances, and other departmental information sources in order to increase public awareness of law enforcement's role in the community, representation for the department at community functions, and establishment of favorable community, media, and other public relations. Minimum Qualifications: Candidates must possess a bachelor's degree in criminal justice, public or business administration, or a related field (master's degree is preferred), executive law enforcement training (e.g. FBI National Academy, Administrative Officers Management Program, LEEP, etc.), as well as current certification as a law enforcement officer by his/her respective state with no more than one year break in sworn service at time of appointment. Ideal Qualifications: Other key attributes include leadership, supervisory, and command experience in a variety of law enforcement functions; a track record of developing policy, facilitating organizational change; knowledge of current issues and best practices in campus public safety, law enforcement, crime prevention, physical security, and emergency preparedness within a higher education environment including relevant technology such as police and emergency communications systems. A proven record of demonstrated leadership, strategic, planning, collaborative, collegial, organizational, interpersonal, and communication skills are also essential. The candidate must demonstrate unquestioned integrity supported by a positive social and business presence that can successfully represent the University of Cincinnati to students, employees, guests, and law enforcement officials. Certifications: Certification of executive law enforcement training; State Peace Officer training certificate. To Apply: Go to www.uc.edu and follow the links.

SOUTHWEST

Emergency Preparedness and Campus Security Director. Location: Chickasha, OK. Company: **University of Science and Arts of Oklahoma.** General Purpose: Under supervision of the Dean of Students, the Director coordinates, organizes, and

operates initiatives related to disaster preparedness, emergency management and campus security for the University of Science and Arts of Oklahoma in accordance with university policy and state law. The Director is responsible for preparing, managing, and updating emergency response plans, disaster plans, action plans, evacuation plans, continuity plans, etc; He/She develops and maintains reports, coordinates disaster/emergency preparedness training initiatives for university faculty, staff and students including National Incident Management System (NIMS) and other initiatives identified by the university; Serves as a liaison with University departments and external agencies. He/She directs and supervises the University's overall security program and actively directs security operations in the following areas: policy, compliance reports and initiatives, special event management, incident report review, crime prevention strategies, incident management and security personnel management. The Director works closely with a variety of campus and local constituents, in a community policing model, to develop and implement crime prevention programs and services for the safety of students, faculty, staff, and visitors and the protection of campus property. The Director is responsible for the 24/7/365 operation of campus security. The Emergency Preparedness and Campus Security Director also serves as a campus security officer and will enjoy regular opportunities to serve on committees and participate in the life of the College as appropriate. He/She may assist with the management of the university's emergency notification systems as needed and will perform other related duties as required or assigned.

Qualifications - Required: Qualified candidates must have a Bachelor's Degree from an accredited university; Strong communication, organization, analytical and problem solving skills; Must be able to identify and prioritize the areas of risk present in a college operation and manage them appropriately; Must demonstrate leadership and supervisory ability/skills; Must be able to work independently or collaboratively; must have knowledge of Microsoft Office/Excel. Preferred: Preferred qualifications include: Bachelor's Degree in Emergency Management or related field; Experience in a higher education setting; Experience facilitating meetings and/or trainings or presentations. Physical Requirements: This position requires good physical condition with the ability to walk for long periods and climb stairs in an outdoor environment. Special Requirements: This is an Essential Staff position that requires consistent and regular presence on Campus and is subject to 24 hour call-in during emergency response conditions. This job also requires the ability to handle work environments that could be highly stressful. Also, given the 24-7 nature of the functions supervised, working hours outside the norm are to be expected. There may be circumstances when the director must work in unpleasant weather conditions. The position requires a valid driver's license prior to start date. Offer is contingent upon a successful completion of a criminal background investigation and drug screening. To Apply: Go to www.usao.edu and follow the links. Note: Application review will begin August 11, and continue until position is filled.

WEST

Chief of Police/Director of Public Safety. Location: Sacramento, CA. Company: **California State University, Sacramento.** Job ID: 100538. Campus Information: Sacramento State is located in the heart of Northern California,

one of the most beautiful, diverse and rapidly growing areas in the country. The 300-acre campus, just five miles from the State Capitol, is situated along the American River parkway that offers miles of trails and recreational access to the city's two rivers, Folsom Lake and the historic Sacramento riverfront. Growth in the region has provided significant opportunities for faculty research and engagement with civic and business organizations as well as extensive research and internship opportunities for the University's approximately 26,000 students. The University, where quality teaching is a top priority, offers instruction leading toward the bachelor's degree in 60 disciplines, the master's degree in 40 disciplines, two joint doctoral degrees, and houses numerous research and community service centers. Sacramento is a high-growth metropolitan area with a population of approximately 2 million. Sacramento, a city and county with a very diverse population, was identified by Time Magazine in 2002 as "America's most integrated city." As California's capital, Sacramento is an advantageous setting for premier academic programs. As a major metropolitan university, Sacramento State is committed to providing leadership in addressing significant regional needs and to enriching our liberal arts tradition. The proximity of Sacramento State to the California legislature and other agencies of state and federal government provides unparalleled opportunities for faculty and students to participate in public service through policy research internships, and employment.

Hiring Department Information: The Department of Public Safety is the primary respondent for campus emergencies and reports of criminal activity on campus. Our police officers are fully certified, sworn police officers. They are responsible for a wide range of activities, including public safety, documenting crime and accidents, criminal investigation/prosecution, traffic enforcement, opening locked vehicles, providing battery packs, free bicycle registration, crime prevention information, fire/medical aid, special events security and many other services. The Department of Public Safety strives to promote and maintain a campus environment that allows for the academic development and uninterrupted interaction between campus community members. A truly safe campus environment can only be achieved through the cooperation of students, faculty and staff. The department provides general law enforcement services for the University community 24 hours a day, 7 days a week. Our public counter, located on the first floor of the Public Services building, never closes. Our officers are vested with full police powers and are POST certified. Officers receive the same academy and advanced officer training as their municipal and county law enforcement counterparts.

Duties/Responsibilities: As the University's senior law enforcement officer, the Chief of Police/Director of Public Safety oversees the University Police Department in the discharge of its responsibilities for the overall protection of life and property within the jurisdictional boundaries of the University for a campus community of over 30,000. Reporting to the Vice President for Administration and Chief Financial Officer, the Chief of Police/Director of Public Safety manages and directs the department, a fully sworn and POST certified police agency with an annual budget of \$3.3M encompassing four bureaus -- Field Operations, Administration, Community Services and Emergency Operations -- staffed by over 80 full-time and part-time employees. The Chief of Police/Director of Public Safety is responsible for establishing a vision that integrates the principles of community policing into a comprehensive university law enforcement program that

includes: general law enforcement, crime prevention, criminal investigation; bicycle and pedestrian safety and traffic control; lost & found services; facility access; and dignitary protection. The Chief of Police/Director of Public Safety also oversees the following ancillary safety programs: emergency and disaster preparedness, fire control, special events, and emergency communication. The Chief of Police/Director of Public Safety is also responsible for establishment of performance standards and the supervision and training of department personnel; development and administration of the department's annual budget; and long-range budgetary and strategic planning to effectively meet the needs of the department and the University. He/she establishes programs to ensure the effective enforcement of all federal, state and local laws, overseeing coordination of interagency efforts as they relate to the University, and acts as an advisor to the campus on law enforcement, security, emergency preparedness/management, and crime prevention issues. The Chief of Police/Director of Public Safety works collaboratively with the many constituencies within The California State University to accomplish mutual goals. The Chief of Police/Director of Public Safety also serves on and chairs committees on campus, in the community, and at statewide and national levels.

Qualifications: This position requires the ability to establish and maintain cooperative working relationships working with a diverse multicultural environment. **Minimum Qualifications:** *Must possess a bachelor's degree from an accredited college or university, with an emphasis in criminal justice, public or business administration or a related field; *Must possess a California POST basic certificate, or have the ability to obtain the California certificate within one year; *Demonstrate knowledge, experience and skills in federal and California statutes, codes, and case laws; *Experience working in a collective bargaining environment; *Demonstrate an open, participatory, flexible, team-oriented management style that includes the ability to clearly articulate ideas, verbally and in writing; *Excellent communication skills; *Establish rapport with people from diverse backgrounds; *Exhibit ethical leadership behavior; *Commit to prudent stewardship of public resources and transparency; *Proven leadership skills and ability to administer a sound community-oriented program; **Preferred Qualifications:** *A master's degree from an accredited college or university; *A law enforcement background at an institution of higher education; *Possession of the California POST advanced and management certificates. **To Apply:** Go to www.csus.edu and follow the links. **Notes:** This position is under the Management Personnel Plan of the California State University. It is excluded from the collective bargaining process and does not gain permanent status. This position is also exempt from the overtime provisions of the Fair Labor Standards Act. This position is a "designated position" in the California State University's Conflict of Interest Code. The successful candidate accepting this position is required to file Conflict of Interest forms subject to the regulations of the Fair Political Practices Commission." Background checks required. Closing date: August 26, 2011.

Director, Institute of Public Safety. Location: Salt Lake City, UT. Company: **Salt Lake Community College.** Requisition Number: 11017. Major Function: Responsibilities include some classroom instruction, day-to-day program operations, assisting students toward successful program completion, and

staffing the classroom with instructors who support the mission of Salt Lake Community College. Responsible for the fiscal well being of the program as it relates to education in helping to maintain and grow enrollment. Participates in activities that promote the stature of the department through professional service on college committees and professional development activities. Essential Duties and Responsibilities: *Effectively administer and grow related academic programs, including curriculum development, student registration/advisement, community and campus relations. Schedule and administer classes, evaluate class content and instructor's effectiveness. Monitor faculty and course evaluations. Dispense student information to hiring agencies. *Function as liaison with Peace Officers Standards and Training, and other various state agencies including Salt Lake County Sheriff's Office, Salt Lake City Police Training Foundation, Emergency Medical Services, and the Division of Motor Vehicles. *Plan, direct, promote, and market non-credit programs which include Special Function Reserve Officer Training, Basic Peace Officer Training, In-Service Training, Emergency Medical Technician Training, Motorcycle Safety Training, Emergency Medical Technician Recertification, Bail Enforcement, Driver Education and Criminal Justice. Insure that the above programs are in compliance with Salt Lake Community College, Peace Officers Standards and Training, Emergency Medical Services, Department of Public Safety, and Division of Motor Vehicles guidelines and policies. *Explore new In-Service training opportunities, respond to training requests from other state law enforcement agencies and investigate new law enforcement technology. Develop new classes/programs as designed by Dean. *Collaborate with other Academic Administrators within the School of Professional and Economic Development, within the institution at large, to foster program teamwork and collaboration. *Other duties as assigned by the AVP/Dean. Job Qualifications – Education and Experience: *Masters Degree required from a regionally accredited institution in Criminal Justice or a related area. *Three years of full time, paid work experience. *Demonstrated progressive academic leadership experience as well as successful teaching experience in a higher education environment. *Experience with computerized administrative systems; Proficient with the use of standard office applications on personal computers. Knowledge and Skills: *Innovative, collaborative and flexible management style. *Ability to work in and generate team relationships. *Excellent communication skills, both written and oral. *Strong interpersonal skills with supervisor, staff and colleagues. *Demonstrated organization, prioritization, and self-motivation skills. *Strong computer literacy skills in Microsoft Office. *Ability to read, understand, interpret and implement accreditation criteria and state agency regulations. *Ability to resolve inquiries and complaints from employees, students, regulatory agencies, and members of the academic or business community. *Ability to effectively present information to faculty, academic and campus leaders, and public groups. Preferred Qualifications: *Ph.D. from a regionally accredited university in a related area. To Apply: Go to www.slcc.edu and follow the links. Notes: Closing date for applications – 8/17/2011. Salt Lake Community College will perform a criminal background check on the selected finalist.

Regional Loss Prevention Manager. Location: Los Angeles, CA. Company: **Charming Shoppes, Inc.** Do you like a

challenging, fast-paced environment? Do you want to be a part of a confident, well-positioned leader in the specialty women's apparel business? If your answer is yes, we want to speak with you! As the leading retailer in fashion and value for the plus-size customer, Charming Shoppes, Inc. can provide you with the opportunity to work with a great team. We encourage you to learn more about our dynamic brands, culture, job opportunities, benefits plan and so much more. Job Summary - The Regional Retail Loss Prevention Manager for the Los Angeles market position: *Is responsible for safeguarding company assets in a defined geographic region. *Uses employee training and audits to prevent merchandise loss; investigates known losses and coordinates with police on theft prosecution. *The position relies on experience and sound judgment to plan and accomplish company goals. *The RLPM will perform a variety of tasks, so a certain degree of creativity and latitude is required. Essential Functions: *Develop and implement the division's Loss Prevention programs and strategies by delivering the highest level of customer service to our "Internal Customers", while exhibiting a high level of honesty and integrity *Initiation, research, investigation & management of internal cases involving the division's stores, and preparation of detailed case reports on investigations conducted; To include general loss interviews to determine areas of potential exposure *Develop partnerships with Regional, District, and Store Management staffs to achieve financial goals, and develop relationships with other Loss Prevention professionals within the region to help maintain and effective knowledge of regional theft activities *Implement and maintain the Loss Prevention Audit Program and provide positive feedback to all levels of management *Increase Shrink Awareness on multi-channel levels through the development of training initiatives, the implementation of corporate training programs, and participation in weekly/monthly conference calls within the region *Complete analysis of bi-annual inventory results for divisions within the region and formulate a Shrink Reduction Plan to address and monitor High Shrink Stores *Control budgets and travel schedules on monthly basis. Job Requirements: *A bachelor's degree in a related field or 4 years or more of specialty multi-store experience *Strong communication, analytical, and computer skills, to include Wicklander or Reid Interviewing techniques (CFI preferred) *Ability to travel via car and air 60% of the time *Must pass a comprehensive background evaluation *Success at prioritizing work and meeting deadlines; efficient under pressure. To Apply: Go to www.charmingshoppes.com and follow the links.

INTERNATIONAL

Regional Security Manager, Northern UK. Location: Glasgow, Scotland, UK. Company: **Confidential (A Leading Financial Services Firm)**. Recruiter: **Security Management Resources, Inc.** The role of the Regional Security Manager is to be the point of contact for Global Security within the north of England, Scotland and Northern Ireland. The candidate will be part of a small regional team. Currently this position does not have any direct in-house reports, however they will be responsible for the leadership of any contracted security personnel involved in delivering a range of security services within the region. Responsibilities: ·Playing a critical part in ensuring the delivery of a coherent and comprehensive security programme across the Northern UK region. ·The development

and maintenance of a secure business environment across the region ·Supporting regional business leaders, executives, management and staff to ensure the security and effectiveness of company staff, assets and operations across the region ·Providing proportionate and strategic security solutions that fit with the business' aims, the protection of its staff, clients and other assets. ·On behalf of the Director of Corporate Investigations, conducting, managing and assisting on investigations into financial crime and security breaches and other due diligence tasks within the region. Candidate Profile – Essential: *Professional/Technical Experience: ·Proven track record and relevant corporate security industry experience in the areas of security risk assessment, reporting and management, security project management and delivery, conformance and control mechanisms, protective security measures, security contract management and budgetary control. ·Demonstrated experience and exposure at national and, ideally, international arena dealing with security-related issues. ·Detailed knowledge and understanding of technical security solutions ·Proven ability in fraud investigations or investigations generally – with civil and criminal court experience, knowledge of employment law and internal corporate staff investigations ·Experience of being remotely managed *Personal Attributes: ·Excellent interpersonal and communication skills with an ability to deal with peers, junior entities and senior executives alike ·Ideally possess strong

established links with local and regional law enforcement agencies ·Effective and pragmatic, analytical, conceptual and critical thinking skills ·Effective communicator and efficient change agent at all levels of an organization ·Ability to work under pressure and act decisively and appropriately in a potentially volatile environment ·Ability to appropriately prioritise tasks ·Proven business management skills operating in a large corporate environment ·Strategic outlook with the ability, when required, to act tactically ·Demonstrable planning and delivery experience ·Emotional maturity ·Must be prepared to undertake extensive and frequent travel within the UK and some overseas location, and respond to crisis and incidents on a 24/7 basis ·Integrity and HR vetting at the highest level is essential *Academic and Professional Qualifications: Internationally recognised security industry qualification preferred. Preferred: *Professional/Technical Experience: ·Experience of working in security within a financial sector environment ·Law enforcement background or investigative training ·An established relationship with the local security industry network ·Knowledge of personal (executive) protection is a plus ·Proven ability in the management of outsourced guarding and technical contracts. To Apply: Go to www.smrgroup.org and follow the links. Note: Only candidates with a current right to work in the UK will be considered.