SECURITY INDUSTRY PRACTITIONER CAREER PATHWAYS

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PROFESSIONAL LEVEL "DO-ERS"

JOB TITLE:

- COORDINATOR
- ADVISOR
- SPECIALIST
- Corporate, Facility or Protective Security Advisor
- Private Investigator
- Forensic Investigator
- Security Officer/ Guard
- Security Specialist



MANAGEMENT LEVEL "DELEGATORS"

JOB TITLE:

- CONSULTANT
- MANAGER
- ASSISTANT DIRECTOR
- DIRECTOR
- SENIOR DIRECTOR
- Security Manager
- Director of Global Security
- Director of Loss Prevention
- Assistant/ Associate Director of Security
- Account Manager



EXECUTIVE LEVEL "STRATEGY + VISION"

JOB TITLE:

- VICE PRESIDENT
- EXECUTIVE DIRECTOR
- C-SUITE
- Chief Executive Officer
- Chief Security Officer
- Head of Global Security Services
- Executive Vice President
- Vice President of Security



RESPONSIBILITIES:

HIGHLY OPERATIONAL; LIMITED BUSINESS **FUNCTION**

- Monitoring and responding to threats
- Planning/coordinating procedures with other functions/departments
- Managing security operations



RESPONSIBILITIES:

HIGHLY OPERATIONAL: MODERATE BUSINESS FUNCTION

- Oversight of security management function
- Directing and coordinating security operations
- Developing and implementing strategies to understand and manage risk
- Some level of oversight of budgeting, strategy and general management



RESPONSIBILITIES:

LOW OPERATIONAL; **HIGH BUSINESS FUNCTION**

- Consultative/advisory role in security operations
- Broad oversight of business and operations
- Develop and implement strategies to understand risk Direct and oversee budget
- and finance functions
- Implement strategy and planning
- Application of general management skills



TRAITS & COMPETENCIES

- Security fundamentals
- Investigation skills
- Integrity
- Collaboration
- Creative problem solving
- Professionalism
- Planning and organization



TRAITS & COMPETENCIES

- Risk management
- Security fundamentals
- Subject matter expertise • Executive management
- Leadership
- Integrity



TRAITS & COMPETENCIES

- Executive management
- Security fundamentals
- Project management
- Leadership
- Integrity



COMMON SKILL GAPS

- Crisis management Risk management
- Project management



COMMON SKILL GAPS

- Business acumen
- Compliance and regulator issues



COMMON SKILL GAPS

- Project management
- Crisis management



WORK BACKGROUNDS

Military, law enforcement and business administration backgrounds run across all levels



SPECIALIZED KNOWLEDGE

Varies by discipline, but includes the ability to understand the asset(s) under protection, the needs of business/organization and the ability to match available discipline-specific approaches and solutions to those needs



CREDENTIALS

PSP and CPP credentials is common across all levels



BACKGROUND EXPERIENCE

COLLEGE DEGREES (bachelors/master's)



BACKGROUND EXPERIENCE

- **MENTORSHIP**
- **VOLUNTEER WITH ASSOCIATIONS**
- 9 11+ YEARS OF **EXPERIENCES IN SECURITY**



SECURITY INDUSTRY SUPPLIER CAREER PATHWAYS





PROFESSIONAL LEVEL "DO-ERS"

JOB TITLE:

- Security Consultant
- Sales Engineer
- Security Project Engineer
- Senior Consultant
- Systems Engineer



MANAGEMENT LEVEL "DELEGATORS"

JOB TITLE:

- Business Development Manager
- Business Development Director
- Project Manager
- Regional Sales Manager



EXECUTIVE LEVEL "STRATEGY + VISION"

JOB TITLE:

- President
- Vice President
- Chief Executive Officer
- Principal
- Director



RESPONSIBILITIES:

HIGHLY OPERATIONAL; LIMITED BUSINESS FUNCTION

- Managing projects and programs
- Designing and engineering security systems
- Serving in consultative and/or advisory role



RESPONSIBILITIES:

HIGHLY OPERATIONAL; MODERATE BUSINESS FUNCTION

- Responsible for sales and business development
- Managing projects
- · Engaging in customer service activities
- Applying subject matter experience
- · Promoting security fundamentals
- Ensuring integrity of systems
- Using creative problem-solving skills



RESPONSIBILITIES:

LOW OPERATIONAL; **HIGH BUSINESS FUNCTION**

- Broad oversight of business and operations
- Responsible for sales and business development
- Direct and oversee budget and finance functions
- Implement strategy and planning
- Application of general management



TRAITS & COMPETENCIES

- Subject matter expertise
- Technical knowledge
- Security fundamentals
- Collaboration
- Integrity



TRAITS & COMPETENCIES

- Sales and business development
- Project management
- Customer service
- Subject matter expertise Security fundamentals
- Integrity
- Customer service orientation
- Creative problem-solving skills



TRAITS & COMPETENCIES

- Sales and business development
- Customer service
- Executive management
- Leadership
- Integrity



COMMON SKILL GAPS

- Project management
- Planning and organization



COMMON SKILL GAPS

Executive management



COMMON SKILL GAPS

- Executive management
- Relationship management



ACTIVITIES

Volunteer with professional or trade group, mentor



WORK BACKGROUNDS

Military, business, and technical backgrounds run across all levels



SPECIALIZED KNOWLEDGE

Varies by discipline, but includes the ability to understand the asset(s) under protection, the needs of business/organization and the ability to match available discipline-specific approaches and solutions to those needs



CREDENTIALS

CPP, PSP, CSPM, and PMP are common across the professional and management level



BACKGROUND EXPERIENCE

 COLLEGE DEGREES (bachelors/master's)



BACKGROUND EXPERIENCE

9 - 11+ YEARS OF EXPERIENCES IN SECURITY FIELD PRIOR TO CURRENT

