



Safety & Security Director Job Overview

Qualifications for employment at Watermark include having made a life commitment to Jesus Christ, agreement in writing with the Beliefs and Governance statements of Watermark, and having a work history and a lifestyle that are consistent with biblical principles. Must be an existing member of Watermark or willing to become one.

JOB TITLE: Safety & Security Director

FLSA STATUS: Exempt

DEPARTMENT: Operations

TIME REQUIREMENTS: Full Time

REPORTS TO: Director of Facilities Services

CLASSIFICATION: Non-Ministerial Role

STAFF MISSION STATEMENT: Inspiring and equipping every member to live a life of full devotion to Christ.

POSITION SUMMARY: Responsible for creating and maintaining a safe and secure environment at all Watermark campuses and events. Areas of responsibility include security strategy, policies & procedures, incident response, team leadership, and administration.

ESSENTIAL SKILLS & EXPERIENCE:

- Security
 - Leadership experience in the safety and security field
 - Licensed Security Manager (or able to get license) desirable
- General
 - Wisdom and discernment in decision-making
 - Excellent organizational skills
 - Experience directing and managing multiple projects
 - Ability to work in dynamic and evolving environments
 - Passion for representing Christ and His church to others
- Dependable, professional, teachable, and servant-hearted

POSITION RESPONSIBILITIES:

1. Strategy
 - a. Design and implement security strategy in coordination with the Director of Facilities Services and the vision of Watermark leadership
 - i. Scope includes Watermark facilities, services, and events, as well as offsite activities (e.g. international discipleship trips)
 - b. Develop and maintain policies and procedures
 - c. Keep up-to-date with various security threats and trends
2. Response
 - a. Serve as Church Incident Command
 - i. Must have taken ICS 100, 200, 300, 400, 700 and 800, or take them within the first 12 months of employment
 1. CIC responsibilities may be shared with other campus security staff as appropriate
 - b. Available 24/7 to respond to security and safety incidents as needed (coverage includes some evenings, weekend services, and holiday events as needed)
 - c. Communicate incidents and response to Watermark leadership

3. Team
 - a. Overall security and safety leader through oversight of security staff, officers, and volunteers across all campuses
 - b. Directly manage Security Coordinator; dotted line to other campus Facility & Security coordinators
 - c. Manage in-house security officers and Gatekeepers
 - d. Relationship manager with any outsourced security guards and/or police officers
 - e. Recruit, train, develop, and manage volunteer Safety / Medical Team (SMT)
 - f. Design and implement training protocols for staff, officers, and volunteers
 - g. Should have experience in active shooter training and prefer instructor status
 - h. Primary liaison with broader Watermark Staff on security & safety related policies, incidents, communications, etc.
 - i. Other duties as assigned by Director of Facilities Services
4. Facilities & Equipment
 - a. Ensure function, supply, and compliance of core life safety systems (e.g. fire pump, extinguishers, generators, AED, etc.), security equipment (e.g. radios, cameras, etc.), and supplies (e.g. medical)
 - b. Manage access control (e.g. security fobs, key distribution & retention, master key list, etc.)
 - c. Interface with security-related vendors to select, install, maintain, and upgrade systems and equipment as needed for current and future facilities

DIRECT REPORTS: Security Coordinator

MARKERS OF AN IDEAL CANDIDATE:

- Extensive knowledge and experience in the security and safety field
 - Preferable 5 or more years of law enforcement, military security experience, or the equivalent in the private security sector
- Must be able to demonstrate appropriate supervisory experience
- Licensed Security Manager (or eligible to obtain the security manager license)
- Knowledge of both physical security and technical security is preferred (cameras, access control systems, alarm systems, etc.)
- Excellent leadership, communication, and administration skills