

DIRECTOR OF SECURITY

Role Description

Title: Director of Security

Uplink: Director of Finance and Ministry Operations

Classification: Full Time, Permanent, Non-Exempt, Hourly, 40 hours per week

Works Closely with: Security staff and volunteers, all church ministries, Happiness Hill Preschool, church and Cafe 4 guests

Position Summary: The Director of Security will oversee the security team and safety resources to create a secure and safe environment for services, events, staff, children and students, volunteers and guests. This team-oriented individual is responsible for the development and implementation of security and safety practices, ensures compliance with local, state and federal rules and regulations, and develops and trains staff and volunteers.

List of Responsibilities:

- Monitor and physically patrol all areas of the 3Crosses campus. Conduct risk assessments of premises for burglary, robbery, theft, fire and severe weather.
- Supervise and expand security staff and volunteer security team through effective leadership and recruitment.
- Refine and implement security and safety policies and procedures (e.g. weather, fire, active shooter, firearms, bomb, kidnapping, etc.).
- Train staff and volunteers on relevant safety and security protocols.
- Attend training and/or continued education to maintain current knowledge of laws, events, etc. that affect 3Crosses. Maintain current knowledge of church-related violence in the United States.
- Oversee all Security personnel during Sunday services and special events.
- Coordinate with the Usher, Traffic and other ministries to enable staff and volunteers to work as a team.
- Build a network and serve as the point of contact with local law enforcement, fire and emergency services.
- Coordinate personal security for Senior Pastor.
- Safe, secure and proper transportation of church monies for bank deposit.
- Manage budget for use of contractors, and other security and safety related costs.
- Investigate and document accidents and incidents on church property and develop protocols to minimize risk of recurrence.
- Maintain good relationships with all ministries and staff to promote a safe and healthy work environment.
- Maintain and replace equipment (radios, phones, etc.) to ensure safe and reliable communications, staff security uniforms and apparel to keep a professional and consistent appearance.
- Continue to improve every aspect of campus security such as locking entry systems and perimeter fencing. Work with other staff to coordinate other security contractors necessary to maintain facility security.
- Facilitate Live Scan & background checks to ensure only trustworthy and appropriate staff and volunteers are employed.
- Other relevant duties as assigned by uplink.

Role Requirements:

- Strong relationship and commitment to Jesus Christ.
- Demonstration of Deacon Qualifications (1 Tim. 3:1-7).
- Be in full accord with the purpose and ministries of 3Crosses.
- Demonstrate a servant's heart and willingness to adapt and be flexible.
- Law Enforcement or public safety experience, investigative and supervisory experience required.
- Working knowledge of current security protocols, proficiency in control techniques for hostile persons and the ability to recognize and react to hostile situations, hazardous events and persons.
- Discretion and confidentiality in all matters related to 3Crosses ministries, operations and staff.
- Able to organize work, set priorities and work independently.
- Effective oral and written skills.
- Able to lead both staff and volunteer Security Team by example through experience, knowledge and love.
- Familiar with state and local laws and ordinances.
- Physically capable of performing the demands of the job.
- Basic computer skills.

Work Schedule: 40 hours a week, Sunday - Thursday, sometimes working additional hours for special events