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Job ID: 202300087

Job Title: Director of Security Programs - Office of the Chief

Open/Close: March 4, 2024 until filled.

Salary

Minimum \$159,361.00 /Annually- Maximum \$241,433.00 /Annually (Non-Represented Payband 12)
(Negotiable. Commensurate with education and experience.)

Who May Apply

All current BART employees and qualified individuals who are not yet BART employees.

Reports To

Chief of Police

Department

BART Police Department is a progressive agency and has been on the forefront – and in some cases the model approach to training in the areas of fair and impartial policing, bias-based policing, crisis intervention, cultural competence training, and de-escalation training. The mission of the BART Police Department is to ensure a safe environment within our transit system, reduce crime through a highly visible police presence, and proactive enforcement of the law, and to promote public confidence by working in partnership with our stakeholders and the communities we serve.

Current Assignment

The incumbent selected for this position will be responsible for the development and implementation of BART's Security Policies and Programs. **The selected candidate will demonstrate the following criteria beyond the minimum qualifications:**

- Implement and review security-related documents such as incident reports, plans, proposals, and tactical or strategic initiatives.
- Coordinate, advise, and prepare security for special and high-risk events, analyze and evaluate security operations to identify risk or opportunities for improvement.

- Chair BART's interdepartmental Security Committee in developing and recommending security-related operating protocols and procedures.
- Coordinate security operations or activities with public law enforcement, internal and external stakeholders.
- Review financial reports to ensure efficiency and quality of security operations, responsible for security funding advocacy.
- Represent the Department and the District in meetings or professional seminars to keep abreast of changes in executive legislative directive or new technologies impacting security operations.
- Implement and enforce security standards, policies, and procedures with the Police and Operational Departments
- Responding and directing the activities of security personnel to ensure protection of an organization's physical assets, properties, and resources.
- Oversee the District's Emergency Preparedness Program through subordinate personnel.

Minimum Qualifications

Education:

Possession of a bachelor's degree in Criminal Justice, Security Administration, Business or Public Administration, or a closely related field from an accredited college or university. A master's degree in a related field preferred.

Experience:

The equivalent of seven (7) years of full-time verifiable experience in either developing and implementing or managing a professional security operation and the defense of either public or private infrastructure from external attack, which must have included at least three (3) years of management level. experience. At least three (3) years of that experience must have been in a complex, multi-site operation, preferably in a public or governmental facility. Familiarity with rail operations is preferred.

Substitution:

Additional professional experience, as outlined above, may be substituted for the education requirement on a year-for-year basis. A college degree is preferred.

Other Requirements:

- Must possess a valid California Driver's License and have a satisfactory driving record.
- Must be physically able to perform field inspections and investigations.

- Must be able to work various shifts, weekends, holidays, and overtime, and respond to emergency.
- situations and calls.
- Must pass comprehensive background investigation and pre-employment polygraph examination.