CAREER OPPORTUNITIES IN SECURITY

ASIS
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TABLE OF CONTENTS

INTRODUCTION

While the information contained in this brochure will be of interest to anyone who wants to learn more about the field of security, it has been prepared primarily for the following categories of individuals:

- Individuals seeking to pursue a degree in security management, asset protection, or a related discipline.
- Individuals entering the security field after obtaining a degree in security management, asset protection, or a related discipline.
- Individuals already in the security field who seek a management-track position after obtaining a degree in security management, asset protection, or a related discipline.
- Individuals transitioning from other careers into the public or private security field who seek a management-track position.

This booklet has been extensively revised in light of the security environment which exists as a result of the September 11, 2001, attacks and subsequent events.

Information from a number of security specialties has been compiled to give the reader a better idea of the prerequisites for entering management-track supervisory and non-supervisory positions in those specialties. In addition to the entry-level data, there is information concerning the duties of mid-level management and non-management personnel in those specialties.

Unless otherwise indicated, in dealing with these specialties the following terminology has been used:

- "Management" refers to the direction of activity at the second-line supervisory level or above.
- "Non-management" refers to non-supervisory line positions, first-line supervisor positions and staff positions.
- "Entry-level" refers to management-track supervisory and non-supervisory positions.
- "Mid-level" refers to management and non-management level positions at the branch, area, region, or division level.
- "Executive-level" refers to management positions in charge of corporate or agency-level activities.

WHAT IS SECURITY?

A Dynamic Industry

Security is one of the fastest-growing professional careers worldwide. A career in the security field provides a multitude of opportunities. These opportunities range from entry-level security officer positions to investigators specializing in specific areas and managers and directors of security at major corporations and organizations around the world. The demand for heightened security is being increased by theft of information, workplace violence, terrorism, and economic crime.

The security industry in the U.S. is a $100 billion a year business and growing. Opportunities exist at all levels within the security industry. All businesses, no matter how small, have security concerns such as fraud, theft, computer hacking, economic espionage, or workplace violence. All organizations need to protect themselves from activities that disrupt their normal operations. Each specialty within the security field has its own requirements and issues. Shoplifting continues to be a problem for retail organizations, while hospitals face privacy rights issues, and hotels have to reconcile fire and safety regulations with security requirements. In addition, government and private industry have differing security needs. Individuals wishing to pursue a career in a security specialty field should become more knowledgeable of the latest trends, issues, and concerns within that specialty.

A Diverse Industry

In today's downsizing corporate world and changing environment, it is essential for students and individuals seeking career changes to be able to identify opportunities in the security marketplace. Women, minorities, and physically challenged individuals are becoming valuable resources for organizations in need of security professionals.

Students seeking careers in security should pursue course work in security, computer science, electronics, business management, law, police science, personnel and information management. Information from various security specialties has been compiled to give you a better idea of the credentials and requirements for entering a particular industry. In addition to the entry-level information, demographics associated with security professionals in each industry, as well as desired requirements for entering into a management position, are provided.

Proprietary or Contract Security

Proprietary security personnel are employed directly by the organization whose assets are being protected. As a general rule, proprietary security operations occur in businesses, institutions, and agencies large enough to warrant full-time attention to the issues of assets protection.

The security services industry provides security products and services under contract to an organization. Equipment suppliers include a wide range of firms that sell, install, and maintain equipment such as access control, intrusion detection, protective lighting, and closed circuit tel-

evision systems. There are other contract firms that provide uniformed security officers, conduct investigations, perform risk assessments, design security systems, transport high-value shipments, protect high-risk personnel, and offer other security services.

Law Enforcement vs. Security

Law enforcement focuses on reaction to crime and the enforcement of public laws and ordinances. Security professionals, on the other hand, are more proactive and focus on identifying and preventing a problem before it occurs. In addition, security personnel are more likely to be involved in protecting assets and carrying out an organization's policies and procedures than in enforcing criminal statutes.

Public or Private Arenas

Many people think of the security field as being synonymous with the private sector, and to a large extent, that is true. However, there are many security opportunities in government agencies, particularly at the federal level. Public sector security personnel perform many of the same functions as their proprietary counterparts in the private sector.

4

ACADEMIC PROGRAMS IN SECURITY

A number of colleges and universities offer security education programs of one degree or another at the associate, baccalaureate, or graduate level. Some of these offer a major in security management, asset protection, or a similar discipline while others offer an area of concentration, a minor or a series of courses in security. Some institutions, particularly at the community college level, may offer weekend seminars in selected security topics. A listing of many of the institutions that offer security education programs is available on ASIS International's Web site through the Career Center (Professional Development/Academic Resources) or directly at http://www.asisonline.org/education/academicresources.xml

Security is a business function and is not a subset or spin-off of the criminal justice system. Students seeking careers in security should pursue course work in security management, business, computer science, law, terrorism studies, emergency management, and personnel and information management.

Students should also seek involvement in internships, co-ops or work study programs with security employers. In addition, students should seek out security professionals who work in the security specialties or disciplines the student may wish to pursue, with a view to learning more about the specialty through activities such as site visits and networking.
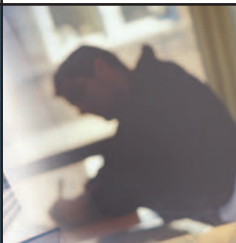
CERTIFICATIONS

Certifications from ASIS International (ASIS)

Certification is a significant voluntary investment in a security professional's future, and it offers an edge in the increasingly competitive security job market. Companies, contractors, and governments are now taking additional steps to ensure that they are hiring or working with the most skilled and knowledgeable individuals. Board certifications from ASIS offer them a screening tool that has the backing and credibility of the leading organization in the world for security professionals. And for individuals, certifications could make the difference when bidding on contracts, applying for jobs, or transitioning to private security. Certifications are objective means of distinguishing competent security practitioners from those who claim to be. The three board-certified designations of ASIS all meet stringent, internationally accepted requirements for education, experience, and examination. Being certified allows you to:

• demonstrate your knowledge and skills
• gain instant professional credibility
• differentiate yourself from others
• enhance your personal and professional development
• increase your earnings potential

ASIS offers three certifications:

Certified Protection Professional (CPP) is the preeminent designation awarded to individuals whose primary responsibilities are in security management and who have demonstrated advanced knowledge in security solutions and best business practices. CPPs must have nine years of security experience, with at least three of those years in responsible charge of a security function; or a bachelor's degree and seven years of experience, with at least three of those years in responsible charge of a security function. Eligible individuals must then pass an examination.

Professional Certified Investigator (PCI) is a technical designation awarded to those individuals whose primary responsibilities are to conduct investigations and who have demonstrated in-depth operational knowledge and competence in this area. PCIs must have a

6

high school diploma or GED equivalent and five years of investigations experience, two of which must be in case management. Eligible individuals must then pass an examination.

Physical Security Professional (PSP) is a technical designation awarded to those individuals whose primary responsibilities are to conduct physical security surveys, design integrated security systems, or install, operate, or maintain those systems and who have demonstrated in-depth operational knowledge and competence in this area. PSPs must have a high school diploma or GED equivalent and five years of physical security experience. Eligible individuals must then pass an examination.

Other Certifications

In addition to ASIS certifications, a number of specialized security and security-related certifications are offered by other organizations. A select few are mentioned in this booklet, if appropriate to an industry sector.

Certified Fraud Examiner (CFE) offered by the Association of Certified Fraud Examiners.

Certified Healthcare Protection Administrator (CHPA) offered by the International Association of Healthcare Security and Safety Professionals (IAHSSP).

Certified Information Systems Security Professional (CISSP) offered by the International Information Systems Security Certification Consortium (ISC)[2].

Certified Lodging Security Supervisor (CLSS) and Certified Lodging Security Director (CLSD) offered by the Educational Institute of the American Hotel and Lodging Association (AH&LA),

Global Information Assurance Certificate (GIAC) offered by SANS Institute.

Industrial Security Professional (ISP) offered by the National Classification Management Society (NCMS).

SECURITY DISCIPLINES

The security field is divided into a number of specialized disciplines. In a large organization, a security professional may work full-time in one of these disciplines. In smaller organizations, a security professional may need to have some proficiency in each of them. These disciplines may be found in most of the security specialty areas.

Physical Security focuses on the protection of people, property, and facilities through the use of security forces, security systems, and security procedures. Physical security personnel oversee proprietary or contract uniformed security operations, identify security system requirements, assess internal and external threats to assets, and develop policies, plans, procedures, and physical safeguards to counter those threats. Physical security can include the use of barriers, alarms, locks, access control systems, protective lighting, closed circuit televisions, and other state-of-the-art security technology.

Information Security involves safeguarding sensitive information. Although information security has traditionally been associated with protection of U.S. Government classified information, it can also include privacy data, proprietary information, contractual information, and intellectual property. Information security deals with issues such as who should access the data and how the data is stored, controlled, marked, disseminated, and disposed of.

Personnel Security deals with ensuring the integrity and reliability of an organization's workforce. Personnel security encompasses background investigations, drug testing, and other pre-employment screening techniques, as well as adjudication of results and granting security clearances and other information access privileges.

Information Systems Security involves maintaining the confidentiality, reliability and availability of data created, stored, processed and/or transmitted via automated information systems. Information systems security personnel develop procedures and safeguards to protect against hackers and other unauthorized efforts to access data, viruses, and a number of other threats to information systems.

Homeland Security – In the aftermath of September 11, 2001, there has been significant emphasis on "homeland security." The term has been applied to activities ranging from, but not limited to, the protection of U.S. airspace to the response to chemical or biological attacks, and from protection against cyber attacks to the security of rail lines and seaports from terrorist attacks. Unfortunately, there is little consensus on exactly what the term means. Since "homeland security" has such a broad connotation, it is treated in this booklet as an emerging cross-cutting discipline rather than a security specialty.

Critical Infrastructure Protection (CIP) is another cross-cutting specialty that has emerged in recent years. Many would describe it as protecting the information systems that control elements of the infrastructure, such as petroleum pipelines, telecommunications systems, and nuclear power plants, from terrorist attacks. Others consider it as covering the protection of not only the information systems that operate and control the infrastructure, but the infrastructure itself, whether it be a bridge, a telephone switching center or a food processing plant. Due to the varying connotations applied to CIP and the extensive scope of the infrastructure, it too is treated in this booklet as an emerging cross-cutting discipline rather than a security specialty.

SECURITY SPECIALITY AREAS

To the average person the idea of a career in security may be unappealing. The tendency for many people is to think only in terms of uniformed security officers on patrol, monitoring alarms, or controlling access to a facility. Those who may be interested in a career as a security professional need to understand that a wide range of administrative, technical, supervisory, and managerial opportunities also exist in the security field.

To gain entrance into the security field at the non-management entry-level, there are some typical prerequisites. They include having a high school education or above, having no criminal record, being 18+ years of age, and having obtained or be in the process of obtaining some general security knowledge or experience. For example, many states require a certain amount of training before an individual can be employed as an armed or unarmed security officer. Many of the duties performed by individuals in these positions are likely to be similar, regardless of the security industry sector in which the individual is employed. Those duties can include such activities as routine patrolling, public relations, controlling access to facilities, and basic report writing.

Duties performed in entry-level management-track positions can vary significantly, depending upon the specialty. Duties performed in mid-level positions, regardless of the specialty, may include typical responsibilities such as planning, organizing, staffing, controlling, budgeting, coordinating, presenting, directing, and writing reports. In addition to these functions, mid-level positions may include specialty-specific responsibilities.

The following areas represent some of the specialties within the security field. Each specialty area provides a brief description of the specialty in addition to prerequisites for entering management-track supervisory and non-supervisory positions in those specialties. In addition to the entry-level data, there is information concerning the duties of mid-level management and non-management personnel in those specialties.

Banking and Financial Services Security

Careers in this field include those associated with banking (including retail banking, mortgage, credit/debit cards, internet banking, commercial and consumer lending), stock brokerages, insurance companies, and other financial institutions. As a key component to the critical infrastructure of every nation, the financial services industry is regulated by various government agencies. Financial institution security directors and managers must deal with a wide variety of concerns including theft, fraud, workplace violence, information security, investigations, executive protection, business continuity, and physical security in order to adequately protect their institution. Security managers must be effective leaders within their organization and able to successfully influence change.

Because of the increasing complexity of the financial services industry, companies continue to seek the best and the brightest from law enforcement agencies, colleges and universities, and from within other private sector companies, both within and outside of the financial services sector.

ENTRY-LEVEL

management positions in financial services generally require a degree in business, finance, or criminal justice from an accredited institution as well as three to five years experience either in law enforcement or security. The salary range for entry-level positions is $35,000 to $65,000, depending on many factors.

MID-LEVEL

management positions, requiring expertise in multiple security disciplines, generally require a bachelor's degree in an appropriate discipline, as well as three to seven years of demonstrated success in the field. Professional certifications such as the CPP and CFE are often desired as an indicator of professionalism and qualifications. The salary range for mid-level management positions is $40,000 to $100,000.

Commercial Real Estate Security

Security in the commercial real estate industry provides opportunities not only in commercial high-rise office buildings but also in residential buildings and shopping malls. Commercial real estate ranges from the environment in which people spend their working hours to where they live and where they shop. Each venue has challenges and aspects that while not unique to the security industry, must be addressed in an appropriate and cost effective manner. Regardless of the venue, the primary focus is on personnel and asset protection. This is accomplished by solid liaison with local law enforcement, knowledge of staffing requirements, and electronic security systems. All vulnerable areas of a facility must be identified and protected with appropriate resources.

ENTRY-LEVEL

management positions generally require a degree in security or criminal justice from an accredited institution as well as one to two years experience in law enforcement or security. The salary range for entry-level positions is $40,000 to $50,000, depending on many factors.

MID-LEVEL

management positions, requiring expertise in multiple security disciplines, generally require a security or criminal justice degree in an appropriate discipline, as well as five to seven years of demonstrated success in the field. Professional certifications such as the CPP and CFE are often desired as an indicator of professionalism and qualifications.

Cultural Properties

Museum and Cultural Properties' common denominator is making a unique contribution to the public by collecting, preserving, and interpreting the things of this world. Their numbers include both governmental and private museums of anthropology, art history and natural history, aquariums, arboreta, art centers, botanical gardens, children's museums, historic sites, nature centers, planetariums, science and technology centers, zoos, libraries, and archives.

Protection and security service careers in cultural properties provide paths to security operations (security and/or law enforcement officers, investigators, supervisors, and managers), technical services (physical and electronic security specialists), fire protection specialists, health and safety services, administrative (payroll, recruiting, training), and visitor services.

ENTRY-LEVEL

management positions desire an associate's or bachelor's degree. Protection-related and/or liberal arts & humanities fields of study are acceptable. Past work experience in public service or educational tourism is desirable. Salary levels range generally between $20,000 to $40,000 per year.

MID-LEVEL

management positions desire a bachelor's degree appropriate to the chosen career path. Operations managers = security or criminal justice related. Technical managers = electrical and/or locksmith related. Health and Safety = science related. Administrative = liberal arts and business related. Three to five years related work experience is normally a pre-requisite for mid-level management positions..
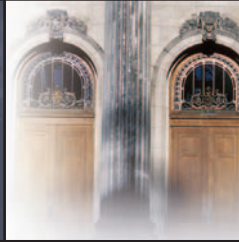
Educational Institution Security

The primary objective of an educational institution security program is to educate the campus community on the potential for crime both on and off-campus. The central themes of a campus crime prevention program are awareness, self-protection, and prevention. Educational institution security has been a growing concern throughout the 1990s. With increasing publicity about campus crime, it is likely that the trend will continue. The level of violence on and around educational institutions has brought about a need for security at public and private educational institutions at both the elementary and secondary school levels. Many educational institutions operate a commissioned police department which makes police academy training or law enforcement certification a requirement. Interested college students can often enter this field by working for campus security departments on a part-time basis.

ENTRY-LEVEL

management positions do not require an academic degree; however, a degree, general security experience, specialty-specific experience and professional certification are all desired. The salary range is from the low $40,000's to $50,000.

MID-LEVEL

management positions also do not require an academic degree; however, a degree, general security experience, specialty-specific experience, and professional certification are all desired.

Gaming/Wagering Security

As the world of gaming continues to grow and change, one thing has always remained true: at its core, gaming is entertainment. With advancing technology in the gaming and wagering industry, and the tremendous growth of the industry itself, comes new opportunities and responsibilities for security practitioners. Gaming's entertainment value requires security practitioners to provide adequate security while allowing guests and gamblers to experience this unique and ever- changing environment.

ENTRY-LEVEL

management positions require a high school diploma or equivalent and a minimum of one year experience in law enforcement, security, or surveillance systems operation, with Emergency Management Training (EMT) certification and a license to carry a firearm, if applicable. Previous gaming experience is preferred. Salary range is approximately $8 to $15 per hour (or $16,640 to $31,200 per year) depending on qualifications, certifications, licensing, and gaming jurisdiction.

MID-LEVEL

management positions require a minimum of two to three years in law enforcement, casino security, or surveillance systems operation, as well as EMT certification and a license to carry a firearm, if applicable. A degree in criminal justice or a related field and a CPP or other ASIS certification are preferred.

Government/Industrial Security

Government/industrial security professionals protect a variety of special categories of classified information in accordance with the National Industrial Security Program (NISP). The NISP is a security partnership between the Government and industry that was created to safeguard Federal Government classified information that is released to contractors, licensees, and grantees of the U.S. Government. Personnel within this specialty must meet the requirements, restrictions, and other safeguards within the constraints of applicable law and the Code of Federal Regulations, necessary to prevent unauthorized disclosure of classified information released by U.S. Government departments and agencies to their contractors.

ENTRY-LEVEL

management positions require an academic degree from an accredited institution and three to five years experience in the government or industrial security field, preferably in a supervisory role. Necessary specialty-specific training or experience includes successful application of security regulations and some exposure to security budgetary issues. Professional certifications or a documented record of involvement in professional security activities or training and education are a plus. Other prerequisites include a proven, positive track record in problem solving and customer relations. The salary range is from $55,000 to $75,000, depending on a variety of factors.

MID-LEVEL

management positions require a baccalaureate or advanced degree from an accredited institution and five to 10 years experience in the government or industrial security field with supervisory or previous managerial experience. Necessary specialty-specific training or experience includes professional certification (CPP, PCI, PSP, ISP, CFE, etc.) preferred, or a documented record of professional security training from U.S. Government-sponsored training sessions. Other preferred prerequisites include a proven track record in problem solving, policy development, customer relations, successful application of security regulations, and budgetary development.

Healthcare Security

Security in the healthcare industry provides opportunities not only in hospitals, but also in long-term care facilities, clinics, and nursing homes. The healthcare industry is a multi-faceted, challenging field, which includes dealing with immobile, unconscious, emotionally disturbed and distraught patients and their families, and providing security to gift shops, cafeterias, parking lots, pharmacies, and emergency departments. Employee investigation plays a substantial role in asset protection. The work environment is oriented toward patient protection and service, and may also include safety and community emergency management. Security opportunities may include being a security supervisor, security director, or public relations person in charge of interacting with the medical community as well as patients.

ENTRY-LEVEL

management positions require a bachelor's degree in security or a related field, or equivalent experience. Two years of security supervisory experience are required and experience in health care security or customer service is desired. In addition, training and experience in business management and human resources are desired. Salary range is $30,000 to $50,000.

MID-LEVEL

management positions require a bachelor's degree in security or a related field, or equivalent experience. A master's degree is desired. Five years as a senior supervisor or entry-level manager are required and experience in healthcare security or customer service is desired. In addition, training and experience in business management and human resources are desired. The CHPA and CPP are preferred designations.

Information Systems Security

Information Systems Security (ISS) is an important and constantly growing security career field which reflects today's reliance on data communications, the Internet, and e-commerce. Systems security professionals are responsible for safeguarding hardware, software applications, and business processes while ensuring that authorized users comply with established security policies and procedures. Depending on their assignments, systems security professionals will also be directly or indirectly responsible for the business continuity and disaster recovery plans of their organizations. The technical complexity of systems security requires a thorough knowledge of threats against computer operations, networking (including TCP/IP, UDP and ICMP protocols), and internal and network perimeter defenses. Systems security professionals are expected to understand common defenses such as firewalls, intrusion detection/prevention, anti-virus, router access control lists and methods to control attacks across all seven layers of the ISO Open Systems Interconnect (OSI) Model. Systems security professionals will find opportunities in both commercial and Government organizations; most Government opportunities will require a security clearance appropriate to the sensitivity of the organization and data processed.

ENTRY-LEVEL

managers traditionally require a four-year degree in computer science or a related field, at least four years of experience in systems security and evidence of success in the career field. Desired certifications include the CPP, CISSP and/or SANS GIAC. Additional vendor certifications for particular security products are also helpful. Typical job titles include Security Analyst, Security Consultant, Network Security Specialist and Security Team Leader. Salary range is $40,000 to $80,000, depending on organization and location.

MID-LEVEL

managers normally require a four-year degree (or graduate degree depending on the organization), at least 10 years of experience in direct computer security roles and evidence of success in at least two different types of organizations. Desired certifications include the CPP, CISSP, SANS GIAC and other related industry and vendor certifications. Some mid-level managers have recently added IT audit skills to their resumes which reflects the current emphasis on compliance programs. Job titles include Network Security Manager, Information Assurance Manager, Chief Information Security Officer, or IT Audit Manager.

Investigations

The process of investigation is an important function in both the public and private sectors. It is a very broad field and includes many sub-specialties. Background investigation is an important aspect and involves gathering information used to determine the level of trust that should be granted to an individual. In the case of an organization, the term "due diligence" is generally used and is usually performed prior to a merger, acquisition, or establishment of a significant business agreement. In the commercial sector, investigators determine the facts in cases of theft, employee misconduct, computer system abuse, sabotage, threats, and potential workplace violence. They also ferret out fraud, waste, abuse, financial mismanagement and corporate ethics violations. Investigators use a variety of tools and techniques such as interviewing, evidence collection and processing, physical and technical surveillance, computer forensics, database searches and crime analysis algorithms. Like most security measures, an effective investigations program serves both as a deterrent to crime and a response once a crime has been committed.

ENTRY-LEVEL

management positions generally prefer a four-year degree. Criminal Justice and criminology are popular but a business degree is acceptable. Two-year degrees can help the entry-level aspirant. Depending on the position, no experience may be required but specialty areas usually require at least one to two years in the respective area. Experience from police or security investigations is taken into consideration. Salary range is $35,000 to $55,000, depending on many factors.

MID-LEVEL

management positions, requiring expertise in multiple investigative and business disciplines, generally require a degree in an appropriate discipline, as well as five or more years of demonstrated success in the field. Professional certifications such as the PCI and CFE are often desired as an indicator of professionalism and qualifications. Mid-level investigative managers may expect a salary range from $60,000 to $85,000.

19

Lodging and Hospitality Security

Since the terrorist attacks in 2001, the lodging industry has increased its interest in, and dedicated additional resources to, the security function. Hotel owners and property managers are cognizant of the need to protect their guests and assets, in order to have their properties perceived as safe havens. To meet this need, there is increased emphasis on recruiting and hiring knowledgeable security professionals. Lodging security's primary focus is on the protection of life, and, secondarily, the protection of assets. Hotel security positions generally pay well and include excellent benefits. The work environment is professional, demanding, and complex, while routine responsibilities include extensive interaction with guests and employees. The industry is slowly rising from its post-September 11, 2001, slump and the outlook, in general, looks promising with career opportunities continuing to expand.

ENTRY-LEVEL

management positions often require a certificate in security management and/or a bachelor's degree, as well as one to three years of general employment, plus one year of lodging-specific security service. The CLSS designation is preferred but not required. The salary range, depending on the size of the property, is $35,000 to $50,000.

MID-LEVEL

management positions require a bachelor's degree, three to five years of general employment, plus one year of lodging-specific security service. In addition, successful managers should be computer proficient, articulate, and possess excellent interpersonal skills. The CLSD and CPP designations are preferred.

Manufacturing Security

Manufacturers make products which, in turn, are sold either to wholesalers, distributors, or directly to consumers. Professionals within the manufacturing security specialty are responsible for issues involving not only sales transactions, but transport issues, ordering and purchasing of raw materials, and the protection of resources against loss or theft. Manufacturers are becoming increasingly aware of the potential for loss. Prevention of loss can be accomplished only through employing competent security directors and managers who can help integrate the security function into the total operation rather than allowing it to remain isolated. Depending on the products being manufactured, individuals in this specialty may work in a variety of environments, including exposure to varying weather conditions and involvement with chemical processing areas.

ENTRY-LEVEL

management positions generally require at least an associate's degree and often a bachelor's degree. Most positions require two-plus years of general security experience and may require some specialty-specific training or experience. A CPP designation is preferred for many positions. The salary range for most positions is $30,000 to 50,000.

MID-LEVEL

management positions generally require a bachelor's degree and five-plus years of general security experience and may require some specialty-specific training or experience. A CPP designation is required or desired for many positions.

Retail Loss Prevention

The most common perception of the general public regarding the function of retail loss prevention (LP) departments is that they are primarily involved in the recruitment of store detectives or "shoplifter catchers". While it is true that many retailers hire store detectives to prevent and apprehend shoplifters, the responsibilities of LP professionals and the role they play in the overall profitability of the company makes this one of the most critically important functions within retail organizations. Retail companies are plagued by theft and fraud from both internal and external sources. Entry-level retail loss prevention positions generally involve undercover shoplifting apprehensions, LP or safety auditing and many other such functions and can lead to rapid advancement into more lucrative positions of responsibility. Retail LP positions offer valuable work experience. Part-time work as a store detective is an excellent job while in college. Retail LP managers have responsibility for overseeing the store detectives and also addressing and resolving internal theft concerns. Depending on the size of the stores and the company, an LP manager may be responsible for the LP functions within a single store, or responsible for overseeing LP at a number of locations within a chain.

ENTRY-LEVEL

management positions generally require an undergraduate degree from an accredited institution as well as three to five years experience in retail loss prevention. Salary range is $25,000 to $38,000, depending on many factors.

MID-LEVEL

management positions, requiring expertise in multiple security disciplines, require an undergraduate degree in an appropriate discipline, as well as five to eight years of demonstrated success in the field in relevant retail-related LP functions. The CPP and CFE are the preferred designations.

Security Engineering and Design

Architects and engineers create environments for people to work and live in. These environments are created in response to program, budgetary, legal, and aesthetic requirements. To date, security has often been incorporated into design as an afterthought. Today, managers have learned that they must contain costs and work with knowledgeable professionals who can design security into either a new facility or the renovation of an older one. The costs of incorporating security features and systems skyrocket if security, like any other building feature or system, is considered after a facility is built or renovated. Inadequate security in today's climate increases the potential for loss. Reduction of loss can be accomplished through the employment of knowledgeable security professionals, who may also be licensed professional architects and engineers that practice in the field of security. This expertise can help integrate the security function into an environment at the conceptual stage while working with rapid technology innovations. The discipline is to determine the functional requirements and to let the experts handle the options.

ENTRY-LEVEL

positions for security consultants to architecture/engineering firms as well as architects and engineers generally require at least a bachelor's degree. Most security-related positions require some minimal experience in the field. For advancement, security design and/or engineering training as well as some specialty-specific training or experience could be required. The salary range for most positions is $30,000 to $60,000.

MID-LEVEL

positions generally require a bachelor's degree and five to seven years of security and/or engineering experience beyond the area of study and should require some additional specialty-specific training or experience. Professional licensing for engineers and architects should factor heavily for a mid-level position, and a PSP certification would be appropriate to indicate proficiency. Licensed and certified professionals tend to have a more global view of projects, which allows them to integrate security better with other elements of building and site design. The CPP designation is not required, but it certainly is a plus.

Security Sales, Equipment, and Services

This security specialty can be stimulating, challenging, and financially rewarding. New security-related products and services have resulted from emerging threats and evolving high technology, and the number of companies offering various security services has grown as a result. Sales positions can range from products such as barriers, alarm systems, sophisticated biometrics, closed circuit television (CCTV), biological detection equipment, and risk management software, to uniformed security services. Sales and service personnel may be employed by a product manufacturer to sell that particular company's products or by an independent dealer that represents a variety of products. Entry-level positions may involve making sales calls, handling advertising queries, staffing and organizing sales booths, demonstrating products and providing input on government proposal requests. In addition to typical management functions, mid-level management responsibilities may include directing and motivating sales personnel, organizing sales and marketing campaigns, preparing and presenting proposals, conducting briefings, and managing a trade show booth.
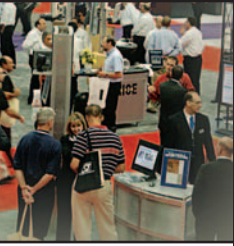
ENTRY-LEVEL

management positions may call for a college degree, depending on the size and nature of the employer. It's recommended that broad-based education and experience be achieved in areas such as accounting, industrial engineering, management, marketing, human resources, communications, statistics, or labor relations. The nature and extent of the desired education and experience and the entry-level salary range can vary depending on the type of product or service being provided, the size of the vendor, and other factors.

MID-LEVEL

management positions require the experience to perform a wide range of functions as indicated above. The ability to effectively deal with a range of people and the capability to present information verbally and in writing are particularly important.

Transportation Security

Security in the transportation industry extends throughout all passenger and cargo modes including aviation, trucking, buses, railroads, and maritime. It is further differentiated in asset based and non-based carriers, infrastructure, shippers, receivers, tourism, and business travelers. Infrastructure includes seaports, airports, airplane hangers, warehouses, passenger terminals, highways, and intermodal container transfer facilities. It is a multi-faceted and challenging endeavor that touches the core of our economy — our transportation system. Today, terrorism and cargo theft present a greater threat within our global supply chain than any time in recent history. Passengers feel the tension of heightened security. Airlines and airports are heightening security to prevent terrorist acts. Ports and terminals are taking steps to control access. Railroads and trucking companies are implementing security policies that mitigate risk. Sophisticated cargo theft occurs in all modes. Transportation security professionals are challenged with the requirement to protect critical transportation infrastructure without hindering the free flow of commerce and passengers. This industry employs professionals in both government and private sector organizations.

ENTRY-LEVEL

management positions may require a two-year or four-year degree in security or law enforcement, depending on the nature of the position. For many positions, experience in investigations may be desired, if not required. Cargo security experience and knowledge of security systems, such as CCTV and intrusion detection systems, can also be a requirement. Coursework in distribution and logistics is a plus for companies transporting cargo. Exposure to passenger transportation is a plus for companies with business or tourist travel movement. Salaries can range from $30,000 to $50,000.

MID-LEVEL

management positions will typically require a bachelor's degree or equivalent professional experience. Depending on the nature of the position, experience in investigations, security systems, security force management, and cargo security operations will also be required. Experience in distribution and logistics operations will be considered. Operational experience in public or private sector passenger systems is a plus. Knowledge of Federal Government security initiatives is preferred.

Utility and Nuclear Security

Utility operations refer to gas, water, electric, and nuclear power plants. Even though sources of power differ, there are common facilities to all utility operations. Electric sources include fossil fuel (gas, oil, and coal), water, and nuclear generation. Each facility maintains transmission and distribution systems that facilitate bulk transfers of electric, gas, and/or water over long distances and a system of smaller pipes and wires designed to distribute the commodity to the end user. Utility security professionals take appropriate measures and perform a range of duties for the protection of people, property, information, and other assets in the event of crime, natural disaster, technological emergency, resource shortage, civil disturbance, war, or terrorist activity.

ENTRY-LEVEL

management positions generally require an associate's degree, preferably in security, and five years of security or law enforcement experience. The salary range is $50,000 to $70,000. A CPP (or other ASIS designation) is also preferred.

MID-LEVEL

management positions generally require a bachelor's degree, preferably in security or business administration, and 10 years of security or law enforcement experience. A CPP (or other ASIS designation) is preferred.

[Some of the information for this specialty was extracted from *Utility Security Operations Management*, authored by Clay Higgins and sponsored by the ASIS Utility Security Committee, 1989.]

Other Security Specialty Career Opportunities

Agricultural Security

Construction Security

Contingency Planning

Crisis Management

Executive Protection

Federal, State, and Local Government Security

Food Services Security

Insurance Security

Oil, Gas, and Chemical Security

Pharmaceutical Security

Proprietary/Information Security

Residential Security

Security Consulting

Security Education and Training

Special Event Security

Telecommunications Security

Terrorism Counteraction

Wholesale and Warehousing Security
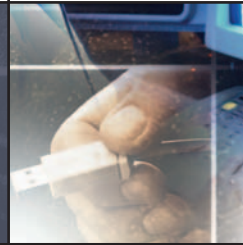
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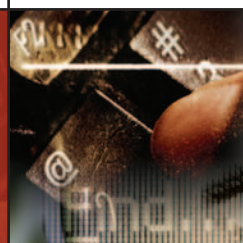
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ASIS INTERNATIONAL

ASIS International (ASIS) is the preeminent organization in the world for security management professionals who are responsible for protecting people, property, and information. For more than 50 years, security professionals have relied on ASIS to provide them with the resources they need to increase their effectiveness and productivity. This has led to consistent growth, so that today, membership in ASIS exceeds 33,000 individuals around the world.

The uniqueness of ASIS allows it to embrace all facets of security, from access control and personnel protection to information technology and global terrorism. Given the interrelatedness of security threats today, this ability to involve all industries and all functions is imperative. Security professionals in varying industries and with different responsibilities need to be able to communicate with each other. ASIS affords them this opportunity.

Founded in 1955 as the American Society for Industrial Security, ASIS has since increased both its size and reach significantly. In 2002, the organization changed its name to ASIS International, reflecting both its worldwide membership and the fact that security has become a global issue that demands a strategic direction based on this broadened view. ASIS also expanded its mission to encompass the establishment, development, and promotion of excellence in the security profession.

ASIS provides a wealth of professional development opportunities for its members and other security practitioners through its educational programs. The organization also offers cutting-edge information resources, such as comprehensive library and career services, unmatched security-related publications, indispensable industry guidelines and studies, and the leading periodical in the security industry. Furthermore, ASIS advocates for security and security professionals, aggressively communicating the role, value, and concerns of its members and the industry to the business community, government officials, news media, and the general public.

Over the years, ASIS has worked effectively to raise the bar for the security profession.

More than a quarter of a century ago, ASIS established a certification program—the Certified Protection Professional (CPP)—acknowledged worldwide as the highest credential awarded a security professional. Since then, two other certifications—the Professional Certified Investigator (PCI) and the Physical Security Professional (PSP)—have been introduced. Other initiatives include developing relationships

31

with graduate schools of business in order to have security recognized as a business discipline, spearheading the creation of security guidelines to help the private sector safeguard its operations and infrastructure, and ensuring that the body of knowledge of the security profession continues to evolve to confront rapidly changing threats worldwide.

ASIS members tackle today's security challenges and anticipate the challenges of tomorrow. And, despite the multiplicity of voices and expertise, all are focused on one common goal: to advance security worldwide.

ASIS members benefit from numerous products and services, all of which are designed to enhance the professional development of security management practitioners and to advance the industry as a whole. For new members, the primary reasons for joining include networking, access to up-to-date information, and the opportunity to build a professional reputation within the industry. Annual dues are $150; for full-time students, $25.

ASIS members also receive a subscription to *Security Management* magazine, the leading magazine in the security industry, which features in-depth analysis and breaking news on a range of critical issues.

Members also have access to the **ASIS Career Center**, enabling you to search for jobs online by location, category, or level. All job postings are security-related. In addition, there are a variety of free and fee-based services, ranging from resume critiques, motivational tips and tactics, to career coaching.

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