



Port of
LONG BEACH
The Green Port



DIRECTOR OF SECURITY

Annual Salary Range: \$165,000 - \$175,000

SECURITY DIVISION

The Security Division is responsible for overall security coverage at the Port of Long Beach to ensure a safe and secure environment for all staff, tenants, customers and the public. Specifically, the division is responsible for security operations and programs, emergency management and homeland security activities affecting the Port of Long Beach. The division also coordinates with local, state and federal agencies to develop and implement plans to counter all threats, including terrorism and natural disasters. The division includes approximately 100 security, technical and clerical positions and a budget of \$42.0 million, and manages over \$15 million in federal and state grant funded projects involving port security improvements. Core responsibilities include management of the Harbor Patrol section, consisting of a cadre of trained, armed, public officers (pursuant to Section 836.5 of the California Penal Code) who are responsible for security and public safety on public property and the property owned by the Port and within the Harbor District.

THE POSITION

Under general leadership direction from the Managing Director of Commercial Operations Bureau, the Director of Security serves as a division head. The Director of Security has responsibility for planning, coordinating and directing port security, maritime law enforcement partnerships with local, state and federal agencies, and division operations within the Port of Long Beach and the Long Beach Harbor District.

EXAMPLE OF DUTIES

- Manages the development and implementation of Port security policies, procedures, standards and guidelines to ensure security safe and secure environment.
- Plans, directs and oversees implementation and maintenance of processes designed for the safety and security of the Port of Long Beach, including Port personnel, tenants, material/equipment, critical infrastructure, facility physical security and overall port security.
- Implements and enforces the Port of Long Beach Tariff.
- Identifies protection goals, objectives and metrics consistent with the corporate strategic plan.
- Issues policy directives and amends the Port Security Program for promulgation and implementation to employees, consultants and contractors.
- Serves as a key liaison with other agencies that have responsibilities for port security in the San Pedro Bay port complex, including the U.S. Coast Guard, U.S. Customs & Border Protection, U.S. Department of Homeland Security, Federal Bureau of Investigation, the Area Maritime Security Committee (AMSC) and the Long Beach Police and Fire Departments.
- Works closely with other Port divisions including Tenant Services & Operations, Risk Management, Maintenance, Communications and Government Relations and other City departments.
- Oversees the management of service agreements with the Long Beach Police and Fire Departments.
- Appears before and, addresses the Board of Harbor Commissioners, the City Council and port stakeholders regarding safety and security concerns within the Port of Long Beach and the San Pedro Bay.
- Coordinates and collaborates on port security and operations issues with Port tenants, customers and industry stakeholders.
- Reviews operations and performance records and reports of employees to determine the efficiency and effectiveness of the Port of Security Program.
- Reviews and evaluates information, reports and other security-related documents in order to remain informed of current threats to the maritime industry and of available countermeasures.
- Determines, prepares and presents the budgetary needs of the Security Division in accordance with budgeted allowances when requesting personnel, materials, equipment and supplies to support the division's operations.
- Performs other duties as required.



THE IDEAL CANDIDATE

The preferred candidate for this position will be a seasoned executive who can quickly become familiar with the Port's security operations. Requirements of the position dictate that the Director of Security have an outstanding strategic planning background and significant experience in transportation security and law enforcement, preferably in maritime or airport security.

The Director of Security must be a senior level manager with a demonstrated ability to provide strong leadership and direction.

The Director of Security occupies a position of public trust; therefore, the successful candidate must have a stellar record with respect to personal and professional conduct, ethics and behavior.

The Director of Security must have a professional appearance and demeanor.

The Director of Security must complete a background investigation as required by California POST, and may be required to obtain "Secret" level clearance (DoD or FBI).

PROFESSIONAL ATTRIBUTES

The professional attributes that best describe the new Director of Security include the following:

- Dedicated to quality service and progressive change
- Results-oriented
- Diplomatic and proactive
- Strategic thinker
- Strong written, oral and interpersonal communications skills
- Ability to adapt to rapid situational and organizational changes.
- Exercises sound, expert and professional judgment and seasoned political acumen within broad general policy guidelines.

EDUCATION, KNOWLEDGE & EXPERIENCE

Requirements for the position include:

Education:

A Bachelor's degree in related law enforcement discipline and/or public/business administration, or other applicable degree.

Extensive training in the areas of homeland security, port and coastal perimeter security, threat assessments and business continuity measures.

Master's degree in public or business administration or related course of study, commensurate with the responsibilities of the position, while not required, would be highly desirable.

Experience:

Ten years of management experience in the field of transportation security and law enforcement (maritime or airport security preferred), including experience managing and directing uniformed field services involved in patrol, special operations, port security coordination or program management for counter-terrorism and investigations, fiscal operations and professional development.

Work experience must be at the policy level, with a demonstrated ability to articulate a vision and lead a mission in maritime security for a port the size and complexity of the Port of Long Beach.

Experience overseeing operating budgets.

A history of developing and fostering effective partnerships.

A history of managing and successfully working with people from diverse backgrounds and areas of technical expertise.

Successful experience working in complex jurisdictional or political settings with other governmental or business groups is desired.



COMPENSATION & BENEFITS

The Port of Long Beach has established a salary range between \$165,000 - \$175,000. Placement within the salary range is based upon qualifications.

An attractive package of executive level benefits is also included with the opportunity of working in one of the most diverse and dynamic areas of the United States. The Port's generous benefits package includes:

Auto allowance: \$450 per month

Deferred Compensation: several plans available

Retirement: CalPERS 2% at age 62 coordinated with social security (with a 6.5 payroll contribution)

Group Health Insurance: medical (an HMO, two POS and indemnity options) and dental options (two plans to choose from) available for employee and dependents

Life Insurance: City-paid life insurance policy of \$20,000 plus executive insurance benefit equal to three times annual salary up to a maximum of \$500,000

Disability Insurance: City-paid short-and long-term disability insurance

Vacation: 12 days after one year of service; maximum of 20 days after 19.5 years of service

Executive Leave: 5 days per year

Holidays: 9 designated holidays per calendar year, plus 4 personal holidays

Bereavement Leave: 3 days for death or critical illness of immediate family member plus 3 days of accrued sick leave

Annual Physical: provided by the City

APPLICATION & RECRUITMENT SCHEDULE

The final filing date for this recruitment is **Friday, April 20th, 2018 @ 4:30 PM**. The Port reserves the right to **extend the closing date without notice** in order to accept additional applications.

To be considered for this opportunity, submit a cover letter detailing your interest in this position and a current resume that reflects the scope of your current/most recent organization and responsibilities via mail to:

Stacey Lewis, Director of Human Resources
Port of Long Beach
4801 Airport Plaza Drive
Long Beach, California 90815

or via email: humanresources@polb.com. You must indicate **DIRECTOR OF SECURITY** in the subject line. Incomplete application packets or those that clearly do not meet the minimum requirements will not be considered.

Application packets will be evaluated to determine the most qualified applicants. Those individuals determined to be best suited for the position will be invited to participate in the selection process, with an appointment anticipated shortly thereafter.

This information is available in an alternative format by request to the Human Resources Division at (562) 283-7500. If you require an accommodation because of a disability in order to participate in any phase of the application/selection process, please submit your request in writing with your application packet or call the number above.

The Port of Long Beach is an Equal Opportunity Employer.



THE PORT

The Port of Long Beach is one of the world's busiest seaports and is a leading gateway for international trade. Founded in 1911, it has grown to 3,200 acres and moves \$180 billion in trade each year. The Port of Long Beach is the second busiest container port in North America. East Asian trade accounts for more than 90 percent of Long Beach shipments with the top trading partners being China, South Korea, Japan, Hong Kong and Taiwan. The Port of Long Beach is the City of Long Beach's Harbor Department and is governed by the Long Beach Board of Harbor Commissioners. The Port's Executive Director is appointed by the Board and is responsible for overall Port activities. With over 500 employees and annual operating revenues of nearly \$375 million, the Port of Long Beach is a landlord port that leases and acquires property for port development. The Board of Harbor Commissioners leases port shipping terminals and other facilities to private entities, and revenues are reinvested in new facilities and port-related improvements.

In 2005, the Board of Harbor Commissioners adopted a Green Port Policy that has positioned the Port as the leader in the area of environmental stewardship. To learn more about the Port, go to www.polb.com.

THE COMMUNITY

Majestically located on the Pacific Ocean between Los Angeles and Orange County, the City of Long Beach, California is often described as a series of strong, diverse, interwoven smaller communities within a large city. Enjoying an ideal southern California climate, Long Beach is home to an abundance of cultural and recreational options. The Long Beach Convention Center, Aquarium of the Pacific, Queen Mary, the annual Toyota Grand Prix of Long Beach, the Long Beach Sea Festival, and a wide variety of other attractions serve to draw over six million visitors each year. The city is also home to California State University, Long Beach, ranked one of the best value public colleges in the nation, and Long Beach City College, one of the largest community colleges in California.

While offering all the amenities of a large metropolis, Long Beach has the added benefit of having maintained a strong sense of community and cohesiveness despite its size. Long Beach is the seventh largest city in California and celebrates its vibrant diversity. A superb climate, quality schools, vibrant downtown and a wide variety of neighborhoods help make Long Beach one of the most livable communities in the country.