

SIA Working OPERATIONAL SECURITY MANAGER North West REQUIRED- WE ARE RECRUITING WITH IMMEDIATE INTERVIEWS AND START IF SUCCESSFUL.

Tactical Security Options Ltd NEEDS YOU; we at Tactical require a Manager who has a valid SIA Door Supervisor licence, to become part of the TSO Management team. The area you will cover is Lancaster to the Lake District.

Tactical Security Options Ltd is a Lancaster based private security company, providing advice, guidance and security provisions to a variety of clients, covering Lancashire to Cumbria and surrounding areas.

We are seeking a working Operational Security Manager for the North West area, to effectively manage a number of teams of SIA Door Supervisors, Static Guards, Marshals, Rangers, Street Patrol Officers and CSAS Officers on a number of deployments as per operational needs. In addition, you will also be responsible for scheduling, rosters, welfare and one-to-one support, recruitment, training and development, administration and support to senior management as required.

What we need from you:

We need a highly confident and motivated person, who is polite, positive, professional, with a confident, friendly and outgoing personality, to dynamically help problem solve a variety of potential issues. You will be required to:-

- Be of a smart appearance with impeccable personal presentation, at ALL TIMES.
- Be honest, loyal, reliable, trustworthy, a leader, coach and mentor.
- Demonstrate excellent verbal and written communication skills between you – management- clients – employees in a timely manner.
- Demonstrate and deliver excellent customer service at ALL TIMES, no matter what the situation is.
- Demonstrate the ability to problem solve, deal with different potentially sensitive situations, think on your feet and take responsibility for your actions, and that of your teams.
- Demonstrate at ALL TIMES maturity, professionalism, empathy, confidentiality and have the ability to make rational reasoned decision making on your own initiative and following company guidelines and procedures.
- Be on a 24 hour call out roster.
- Work operationally on a door most weekends.
- Carry out administrative role as a manager.
- Carry out disciplinary and investigations proceedings as and when required.

During our HR screening and vetting period, you must be able to provide evidence of 5 year employment/education history and references in a timely manner upon request, from TSO.

ALL Delegates MUST Be:

- MUST have a reliable vehicle to use as part of your role
- Able to make their own way to work and from work (to the above areas of designated work)
- Able to work from home or our office when required
- Able to work at short notice, due to the demands of the task
- MUST live within one hour of the lake district in order to meet operational needs
- Very smart and presentable at all times
- Polite, approachable, positive and professional
- Able to make good sound decisions based on a dynamic risk assessment of the situation
- Very observant and vigilant at all times, and have good concentration abilities
- Able to problem solve situations with a reasonable happy resolution for all
- Punctual ie arrive on site fifteen minutes before your shift starts at site location
- Reliable, trustworthy, honest and adaptable with excellent time management skills
- Able to prove you hold a valid SIA Licence appropriate to the sector you are working within, Door Supervision
- Able to demonstrate good working ethics and attitude, with a flexible attitude to working a variety of shift patterns, as per operational and management needs
- Able to work the majority of weekends from a Wednesday to a Sunday
- Able to provide on request a five year checkable work history to BS7858 vetting and screening
- Able to communicate and understand FULLY in spoken and written English essential for this demanding role
- Able to write concise written reports at the end of EVERY shift in a clear manner
- Able to understand mobile phone technology and other IT systems

- Available and contactable where reasonably practicable for work including fastball tasks
- Able to take guidance, instructions, and constructive feedback
- Able to carry out any reasonable task given to you from senior management at Tactical

The Role, Duties and Responsibilities will include the following, and more:

- Upholding any current laws, bylaws, regulations, policies, procedures and guidance where necessary for the site or task
- Follow all assignment instructions or procedures
- Site checks and audits as per the site instructions
- Liaise with site clients and POCs, feedback to TSO
- Attend site-staff meetings
- Carry out interviews for current roles within the company
- Monitor holiday requests from employees
- Monitor all rosters and action
- Be customer friendly, focused, including meeting & greeting of visitors, customers, members of the public, externally as well as any other bodies or agencies
- Risk assessing and vetting the suitability of visitors and members of the public, who may wish to enter or leave the location as tasked
- Carrying out excellent observation and monitoring of visitors, or members of the public lawfully or unlawfully for any breaches of site security, or anything that could jeopardise the health & safety of people, environment or the sites operational working procedures
- The lawful ejection or removal of visitors, members of the public or persons unlawfully on the site and or not abiding by the site instructions as agreed, or following policies or procedures
- Excellent verbal and written communication at all levels
- Ensure all procedures and risk assessments are followed at all times
- Attend training courses to develop knowledge and understanding of the industry, task or sector
- Following any security, fire, health and safety or environmental procedures where necessary or required to do so
- Completing FULLY on site ALL incident and duty logs as required, and electronic duty reports at the end of shift as operational procedures require
- Adhering to any assignment site instructions, COVID-19 policies or Tactical procedures regarding COVID-19 or other related issues for when on site
- Coach and mentor all employees and ensure their continual development
- Carry out supervisory duties
- Carry out investigations and disciplinary hearings when required
- Carry out appraisals of all employees when required
- Continually looking to developing TSO and their area of work, bringing in new clients and looking after our current ones

Required locations of work:

To cover Lancaster, Ulverston and the Lake District Cumbria (exact locations confidential)

Suggested hours of work:

We have flexible hours of work to meet most delegates' needs and work life balance. However, this role is as per management and operational needs; it is mainly weekends, covering from Wednesday to Sunday on a regular full time basis. This role is shift work over 40 hours per week. Days, afternoons, evenings and nights may need covering as per operational needs of the company and its requirements. Overtime is available. 24 hour on call manager within a roster system.

Requirements and experience:

Valid SIA Door Supervisor Licence

Valid SIA Close Protection Licence with the additional top up to cover Door supervision and or Security Guarding

Experience of working in the security industry at a supervisory or management level (essential), on site induction and training will be given.

Valid Driver's Licence

You must have reliable own transport

You must be computer literate

Salary:

A competitive hourly rate above minimum wage starting from £13 per hour plus, based on the assignment or site and tasks undertaken. You will be paid weekly with a bonus/loyalty scheme, PAYE, pension scheme and sick pay. In addition the pay scale rises as per your

performance capabilities. Fuel allowance paid dependent on assignment. The range of salary will be between **£27,040.00** basic with earning potential as per your development to **£32,800.00 plus**.

Job Type:

Permanent full time.

Continued Professional Development:

We at Tactical are a well established security, training and development provider. We encourage the training and development of our employees with FREE training available and over sixty courses to choose from. We also encourage promotion within the ranks, with possibilities of developing to a more senior Management role.

Additional Information:

We at Tactical offer FREE uniform, FREE PPE, pension scheme, holiday pay, discount scheme of purchased goods or services from selected suppliers.

In addition you MUST have reliable transport to get to these locations.

Application process:

if you feel you can meet **ALL** of the criteria for this dynamic role, then we would like to hear from you. Either email us for more information and an application pack, on: dave@tacticalsecurityoptions.co.uk or visit www.tacticalsecurityoptions.co.uk or an informal chat on 07787788811.