



FACILITIES SECURITY MANAGER

*This is a tremendous opportunity
for a dynamic and highly competent leader
to join the City of Aurora team*



CITY OF AURORA, COLORADO

Facilities Security Manager

THE CITY

Situated on prairie grasslands, rolling hills and the Black Forest's northern tip, Aurora offers something for every lifestyle, from convenient urban living to master-planned communities. Aurora is a close-knit community with excellent services and amenities. With Buckley Air Force Base, the Anschutz Medical Campus, Fitzsimons Innovation Community, and other major employment centers, the city has thriving aerospace, defense, bioscience, health care, and distribution industries. Aurora is also a global community. People from around the world live, work and have businesses throughout Aurora, creating a culturally rich environment and one of the city's greatest assets.

Long known as the Gateway to the Rockies, this All-America City lies on the eastern edge of the Denver-Aurora metropolitan area. The city boasts spectacular views of the Front Range spanning from Pikes Peak to Longs Peak. And, if you need to travel locally or abroad, Aurora's proximity to three major highways, light and commuter rail lines, and Denver International Airport makes it not only accessible, but a short commute to the world.

More than 386,000 residents and 10,000 businesses choose to call Aurora home, making it the third largest city in Colorado and the 54th largest in the United States. The city covers 160 square miles and is located within three counties, Arapahoe, Adams, and Douglas, with 74 square miles of land inside city limits still undeveloped. Aurora's diversity as a majority-minority city, where no one ethnic group is the majority population, is reflected in its many ethnic and independent restaurants and thriving arts scene.

Aurora provides access to quality education, with five school districts and nine campuses of higher learning meeting the instructional needs of residents and those beyond the city limits. Aurora is the only place in Colorado where students can get a Doctor of Medicine degree.

Aurora's climate is mild and dry, offering residents and visitors ample opportunity to get outside, stay fit, and enjoy all that Colorado living has to offer. Aurora has five golf courses, two reservoirs, more than 97 parks, and over 4,000 acres of open space and trails. Situated at the foot of the Rocky Mountains, Aurora is a gateway to all Colorado has to offer.

Why Work For Aurora?

- Make a difference in the lives of real people every day
- Diverse community
- Competitive total compensation package
- Well-Funded General Employees Retirement Plan
- Light rail station minutes away
- On-site fitness center and wellness programs
- Internal educational programs to assist with career advancement
- Access to innovation workspaces

For further information, please the city's website at: www.AuroraGov.org

GOVERNANCE

The City of Aurora is a full-service city governed by a council/manager form of government, which combines the political leadership of elected officials with the managerial expertise of an appointed local government manager. The Aurora City Council is comprised of the mayor and 10 city council members. Of those 10 members, six members represent one of the six wards that section the city. The remaining four members are elected at-large, like the mayor, to represent the city. The city of Aurora has 30 boards, commissions, committees and authorities composed of citizen volunteers appointed by the Aurora City Council. The City Manager is appointed by and reports to the mayor and City Council.



It is an exciting time to work for the City of Aurora, we're growing and looking for dedicated and collaborative individuals to join our team of talented and valued employees. Excellent organizations have a set of principles, or core values, that are used to implement their mission and vision. Those values represent the touchstone for the organization, guiding the decisions of the individuals and the organization. At the City of Aurora, we demonstrate our excellence by modeling the CORE 4 Values.

THE CORE 4

**Integrity ♦ Respect ♦ Professionalism
♦ Customer Service**

"Aurora is built on a set of four core values that are used to carry out our mission and vision. As ambassadors, each and every [employee] respects these principles as the cornerstone of our city. We hold ourselves accountable to them, and we use them to guide the decisions we make."

To learn more go to:

www.auroragov.org/city_hall/core_4_values

POSITION OVERVIEW

The mission of the Public Works Department is to effectively promote and maintain a high level of economic welfare and quality of life in Aurora through the planning, design, construction, inspection, review, approval and maintenance of Aurora's transportation and drainage infrastructure. The Facilities Security Manager oversees and manages the facility security for all city-owned buildings and properties. *This position is eligible for remote/hybrid work opportunities.*

Key Areas of Responsibility:

- Experience leading change, developing processes, implementing procedures, and working collaboratively across organizations to achieve desired outcomes.
- Provide a high level of integrated security analysis and advise senior leadership on best practices.
- Develops a system strategy for security services that supports organizational objectives, the needs of the employee population, and the guest experience, including the development of security & safety policies/procedures, and risk assessments
- Develops and implements city-wide security goals, plans, and standards consistent with the city's strategic objectives.

- Develop and recommend policy changes/new policy to enhance facility security for City owned buildings and properties
- Assess buildings and properties for compliance with physical security policies
- Develop scopes, estimates and recommendations to bring buildings and properties into compliance with physical security policies and audits
- Respond to security incidents for City owned buildings and properties as appropriate
- Manage contracts for custom protection officers and other security services
- Under direction, respond to Council and City Management requests and inquiries
- Respond to work order requests for projects related to facility security
- Participate as a permanent member of Physical Security Steering Committee and subcommittees or task forces as assigned
- Assist and participate in emergency response exercises and events as needed.

CHARACTERISTICS OF THE IDEAL CANDIDATE

The ideal candidate must have a comprehensive knowledge of the principles and practices of maintaining safe, compliant facilities, as well as experience with assessing potential safety and security risk exposure. This key leader must have the ability to manage a variety of emergency and crisis situations, continuously research and identify "best practices" in facility safety, security and crime prevention, stay current on the most up-to-date emergency technology, and develop training programs to ensure the safety and security of City facilities and employees.

Successful candidates must have exceptional communication, presentation, research, and analysis skills, along with strong interpersonal, decision-making, and managerial skills to effectively implement policies and procedures in the best interest of safety of the City. It is imperative that this new manager has the ability to lead and influence others without formal authority and make sound recommendations on complex matters to City leadership with tact and diplomacy.

The ideal candidate for the next **Facilities Security Manager** shall have the following core competencies:

- **Forward-Thinking** – Fosters a vision and direction for City; seeks “best practices” for continued growth and effectiveness; develops short- and long-range plans for managing potential emergency and crisis situations.
- **Adaptable and Managing Change** – Adapts to ongoing challenges and capable of shifting in various directions due to changes in project priorities or issues; provides updates to City leadership on an ongoing basis.
- **Problem-Solving and Strategic Thinking** – Demonstrates the ability to analyze, interpret and effectively identify and solve problems; makes informed decisions, and successfully addresses complex challenges; provides/implements creative solutions and courses of action.
- **Collaborative** – Has a professional presence suitable to successfully engaging with City Management, City employees, City Council, county and state officials, and community stakeholders.
- **Leadership: Empowers** a diverse workforce; creates an environment where ideas are fostered and nurtured; exhibits engaging and approachable behavior; listens attentively to understand the needs, intentions, and values of others.
- **Communication Skills:** Strong interpersonal, analytical, written and verbal communication and presentation skills; handles sensitive situations with tact and diplomacy; effectively communicates with City staff at all levels.
- **Technical Expertise** – Demonstrates knowledge of and experience with applicable professional/technical principles and practices for facility safety, security and crime prevention needs; Citywide and departmental procedures/policies, and federal and state rules and regulations.

MINIMUM QUALIFICATIONS

- Bachelor’s Degree from an accredited college or university.
- Five (5) years’ experience as physical security manager, supervisor or officer responsible for security assessment and policy compliance for public buildings and properties.
- Three years (3) of Crime Prevention through Environmental Design (CPTED) evaluation experience preferred.

COMPENSATION AND BENEFITS

The salary range for this position is **\$92,000 - \$115,000 - \$143,750**.
The hiring range for this position is **\$92,000 - \$115,000**.

Starting salary to be commensurate on the qualifications and experience of the successful candidate. This position is eligible for remote/hybrid work opportunities. The City also offers an attractive benefit package. To learn more, go to:
<https://jobs.auroragov.org/benefits>

APPLICATION PROCESS

To be considered for this exceptional career opportunity, submit your résumé, cover letter, and a list of six work-related references (who will not be contacted without prior notice) to:
<https://www.cpsr.us/recruitment/1828>.

For additional information about this position please contact:



KYLIE WILSON
Senior Executive Recruiter
CPS HR Consulting
Phone: (916) 471-3325
Email: kwilson@cpsr.us
Website: www.cpsr.us

Candidates deemed to have the most relevant backgrounds will be invited to participate in a preliminary screening interview with the consultant. Those individuals determined to be best suited will be invited to participate further in a formal assessment process. An appointment is anticipated upon the completion of comprehensive reference and background checks.

