

## **Senior Director of University Safety Operations**

The University of La Verne is recruiting a Senior Director of University Safety Operations to join their team in La Verne, CA.

### **About University of La Verne and the Position:**

The University of La Verne is a 126-year old, private independent, comprehensive, doctoral granting institution in Southern California with a strong emphasis on values, teaching excellence, community engagement, and an increasing commitment to research and publication. The University offers high quality, liberal arts and professional degree programs at the undergraduate to doctoral levels comprised of 10 campuses with the main campus located in the City of La Verne, 35 miles from downtown Los Angeles, along the foothills of the San Gabriel Mountains. U.S. News & World Report ranked the University 8th among private institutions in California.

Reporting to the Vice President of HR, IT, Facilities & Safety, the Senior Director of University Safety Operations provides leadership and strategic vision for Campus Safety, University Emergency Preparedness, and Parking and Transportation. This individual oversees and manages the training, planning, operations and personnel activities for these areas to provide a safe and secure campus environment. The Director ensures a philosophy of restorative practices and community policing. This individual facilitates and encourages respect for the law, campus safety, and institutional policy. This individual provides a safe environment to foster student learning and development within higher education setting.

### **Overview of responsibilities:**

Safety and Security - 25%

University Emergency Preparedness - 18%

Parking and Transportation- 10%

Compliance- 15%

Budget & Finance - 5%

Personnel - 15%

Town-n-Gown Relationship and Internal University Community- 10%

Other duties as assigned- 2%

### **Qualifications:**

#### **Education Required:**

- Bachelor's Degree

#### **Professional Certifications Training and Required Licenses:**

- Penal Code 832--Arrest & Search
- FEMA Incident Command Course Modules 100HE, 200,700, and 800
- Pass CORI (criminal background check); Pass medical and psychological exam; pass financial background check

- POST Certification (Basic) required; additional POST certifications (Intermediate, Advanced, Supervisory, Management, Executive) highly desired.
- Record of previous training for CPR/AED/First Aid
- Record of previous training for Anti-Harassment and Sexual Misconduct prevention

**Required Minimum Experience Required:**

- 3 years experience progressive and successful law restorative practices and community policing
- 7 years supervisory experience in a public safety or security field

**Required Minimum Knowledge and Skills:**

- Excellent verbal and written communication skills.
- Strong customer service.
- Ability to problem solve.
- Fiscal/budget management experience.
- Training or certification in emergency response preparedness.
- This position requires obtaining and reviewing motor vehicle records (MVRs) prior to or during consideration of application as well as ongoing review through California's Electronic Pull Notice (EPN) Program. This position is contingent upon meeting and maintaining acceptable and satisfactory driver's driving records.

**Preferred/Desired Knowledge and Skills:**

- Experience managing a public safety or security program/unit.
- Experience within University/Higher Ed Setting.
- Knowledge or experience in threat assessment and response (i.e. Behavioral Intervention Teams).
- Knowledge of technology in relation to safety and security.
- Knowledge and/or experience with best practices in emergency operations and preparedness.
- Knowledge of Clery Act and Annual Security Reports.
- Experience developing, implementing and managing consistent practice of policies and processes.
- Focus on diversity, inclusivity and awareness of current issues impacting underrepresented communities.
- Knowledge of Student Development & Learning within the higher education context.
- Knowledge of Restorative Justice concepts and practices.
- Understanding and experience with concepts community policing and developing positive relationships with constituents.
- Able to serve as a positive liaison between the University and local City, police department, fire department and other emergency response programs.
- Knowledge of parking and transportations policies and practices.
- Demonstrated experience as a strategic planner and thinker

### **Campus Safety Department of Distinction Statement**

The University of La Verne is committed to developing a Campus Safety Department of Distinction. We will hire and develop unbiased, caring, helpful, supportive, patient, positive individuals who possess good judgment and are strong critical thinkers. We will support and develop our staff to ensure they are current, trained, certified, prepared, and strong communicators. We will build a service-oriented department that understands our mission within higher education, maintains a culture of evidence, and builds community by being protective, restorative, representative, proactive, and relational.

### **Campus Culture**

The University of La Verne was founded by members of the Church of the Brethren, a small protestant denomination founded in 1708. While the University no longer has official ties to the Church of the Brethren, the University continues to be shaped by Brethren values of service, community, hospitality, social justice, peacemaking, and humility. The Church of the Brethren is one of the three historic peace churches, known for its commitment to pacifism. The University continues to honor and appreciate its pacifist roots, encouraging our community to ask difficult and enduring questions about peacemaking, and values its long history of students, faculty, and staff who have been conscientious objectors to war and active in peace and social justice movements.

Today, the University has a federal designation as a Hispanic Serving Institution (HSI) with 45% of the student population identifying itself as Hispanic/Latino, 65% students of color, 7.6% international students, and a large proportion first-generation. The University has a strong commitment to diversity and equity, and places a high priority on creating an environment that supports the growth and success of underrepresented and underserved populations. The university seeks to widen access to higher education, provide transformative education, and prepare students to have career and community success.

The hiring range for this position is dependent upon qualifications and departmental equity. Benefits of employment include a comprehensive health and welfare plan, tuition remission program for employee, spouse and dependent children and a generous 10% contribution to the University's 403B retirement plan.

Employment is contingent upon proof of eligibility to be employed in the U.S. New employees must provide documents verifying U.S. citizenship or documents verifying legal permission to work in the U.S. Employment is also contingent on a successful completion of a reference and background check.

The University of La Verne is an equal opportunity employer and does not discriminate against employment or employees on any basis prohibited by state and federal law. University of La Verne hires and promotes individuals based on their qualifications and is consistent with applicable state and federal laws, without regard to race, color, religion, gender, disability, medical condition a or sexual orientation.

***The University of LaVerne has partnered with Another Source, an external recruitment firm, to assist in their hiring process. Please apply here to be considered: <https://app.jobvite.com/j?aj=oCnX5fwL&s=NCORE>***