



The Conley Group, Inc.
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Des Moines, IA 50322-3814
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Security Operations Manager (Uniformed and Armed)

UNITED STATES MILITARY VETERANS PREFERRED

PLEASE READ THE FOLLOWING FIRST:

- 1. DO NOT APPLY FOR THIS IS POSITION UNLESS YOU HAVE PRIOR EXPERIENCE CARRYING A FIREARM PROFESSIONALLY. “CARRYING A FIREARM PROFESSIONALLY” MEANS THE APPLICANT MUST HAVE PRIOR LAW ENFORCEMENT, MILITARY (MP OR COMBAT ARMS) OR EXTENSIVE SECURITY FORCES EXPERIENCE.**
 - 2. Before beginning this process, all potential applicants should be aware that the starting salary range is not negotiable nor are the minimum position requirements. If the starting salary range or the benefit package is not acceptable, then potential applicants should not apply for this position.**
 - 3. If any individual does not meet ALL of the minimum position requirements, then they should not apply. The only applicants that will be considered are those who meet all minimum position requirements and follow the application process as is delineated in this announcement.**
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The Conley Group, Inc., which is a Veteran-owned and Veteran-led business, hereby announces an opening for the position of **Security Operations Manager** at the rank of **Lieutenant**. This is a newly-created,

career position and the hiring process will remain open until this position is filled.

We are a 44-year-old, national award-winning professional security services company that provides best in class security services. By design, we are not a big-box, traditional guard company that measures its success by the number of guard hours billed per week. Rather, we measure our success by customer satisfaction, security officer retention, profitability and possessing the tactical capabilities to confront and succeed in solving real security threats and risks for our customers. We epitomize the term "quality over quantity." Our professional security officers do far more than just observe and report. In fact, we operate much like a private law enforcement agency versus a low-wage, poor-quality traditional guard company where no one is proud to work. Our security officers are very proud to be a part of our team of bona fide security professionals.

It is essential that our new security operations manager be honest, ethical, highly-intelligent, positive, calm under pressure, tactically-capable, loyal, hardworking, self-starting, and be able to operate successfully in a fast-paced environment. Having a can-do, optimistic attitude at all times is essential. Our security operations manager will wear a traditional police-like uniform most days, be armed, and perform wide and diverse duties on a daily basis that range from routine tasks to emergency response. No two days will ever be the same and there is seldom a monotonous day.

Our security operations manager will hire, train, lead, manage and mentor our supervisors and security officers, ensure our customers are receiving the superior level of service they have come to expect, ensure our equipment remains fully operational and ensure all facets of our operations are functioning effectively and efficiently. Our security operations manager will be a direct-report to our president and chief of security forces. Our chief will provide the necessary guidance, direction and support, but does not have the time nor the disposition to micro-manage anyone.

It is our intent to hire a security operations manager who is able and wants to be promoted. This means promotion opportunities to a director's position and then to the c-suite with an achievable salary of well over 100K per year. What our company does now in term of service delivery is the future of physical security. Thus, we are most interested in hiring the right individual who is willing to make a long-term commitment and grow with us.

The starting salary for a security operations manager is \$75,000.00 to a possibly of up to \$80,000.00 annually. Additionally, we will provide our security operations manager with a generous benefits package that includes 100% paid personal medical insurance. A family insurance policy can be purchased by the employee at our discounted group rate. Dental insurance, life insurance and other benefits will also be provided.

The minimum requirements for this position are:

- Meet or exceed all company qualifications for employment. Those are:
 - Be at least 25 years of age.
 - Possess a valid Iowa driver's license.
 - Own and / or have readily available for use a licensed and insured working motor vehicle.
 - Have a working telephone (landline or cellphone).
 - Have earned a high school diploma or GED.
 - Be fully physically qualified and emotionally able to perform the job functions of a security professional in all job assignments.
 - Have never been convicted of a serious misdemeanor or felony crime, in any state or any other country in the world.
 - Have never ever been convicted of domestic abuse or of any crime that resulted from domestic abuse in any country or state.
 - Have a good credit rating.
 - Agree to adhere to all company rules and regulations, policies and guidelines.
 - Consent to a thorough background investigation.
 - Be able to work any shift your assigned (full time applicants are required to be available to work any days and hours assigned).
 - Be of good moral character and exhibit responsible behavior at all times.
 - Not use any type of tobacco products while on duty or while in a company uniform.
 - Possess good written and oral communications skills.
 - Be able to successfully operate in a highly structured, paramilitary environment.
 - Successfully complete a series of employment assessments.
 - Not be bound by any legal non-competition or non-disclosure agreement that would prohibit employment.
 - If hired, successfully complete the Certified Protection Officer (CPO) certification program within the first three months of employment and successfully complete the Certified in Security Supervision and Management (CSSM) program within the first six months of employment.

- Be able to be licensed as an I.D. card holder by the Iowa Department of Public Safety. [See: <https://www.legis.iowa.gov/docs/code/2014/80A.pdf>]
- Possess at least one of the following:
 - Have earned a Master's Degree or above in a related discipline from a U.S. regionally-accredited college or university and possess at least three years of successful private-sector management experience in a service business demonstrating an increasing level of responsibility.
 - Have earned a Bachelor's Degree or above in a related discipline from a U.S. regionally-accredited college or university and possess at least five years of successful private-sector management experience in a service business demonstrating an increasing level of responsibility.
 - Have earned an Associate's Degree in a related discipline from a U.S. regionally-accredited college or university and possess at least seven years of successful private-sector management experience in a service business demonstrating an increasing level of responsibility.
 - Have not earned any degree from a U.S. regionally-accredited college or university and possess at least 15 years of successful private-sector management experience in a service business demonstrating an increasing level of responsibility.
- Applicants MUST have prior training and experience with carrying a firearm professionally (except * marked items), and must own or have available to use the following:
 - One Duty Belt (2")
 - Four Belt Keepers
 - One Duty Firearm (9MM—.45 caliber for a pistol and .38 Special—.357 Magnum for a revolver with a barrel length of 3"—4")
 - One Duty Firearm Holster (at least threat level II)
 - One ASP Baton and Baton Holder
 - One Pair of Handcuffs (hinged) with Carrying Case
 - One Universal Handcuff Key
 - Two Magazines (for pistols) or Two Speed-Loaders (for revolvers)
 - Dual Magazine or Speed-Loader Holder/Pouch
 - One Container of Level III Oleoresin Capsicum (pepper) Spray (such as SABRE Red®) with Holster

Hiring preference will be given to candidates who possess one or more of the following:

- An honorably-discharged United States Military Veteran; especially those individuals who have served as a commissioned officer.
- Prior work experience in the security and risk management areas.

- A Master's Degree in Business Management or related discipline from a U.S. regionally-accredited college or university.
- Current certification as a Certified Protection Officer (CPO), be Certified in Security Supervision and Management (CSSM) or be a Certified Protection Professional (CPP).
- Have operational and or management experience in the law enforcement, fire, or emergency medical or emergency management service areas.

If you think you are the right fit for this challenge and are committed to excellence, then forward a comprehensive résumé, including, professional references, personal references, college and/or university transcripts, a DD Form 214 (DD-214) long form (if military) and salary history, to:

The Conley Group, Inc.
ATTN: Vice President of Administration
2867 – 104th Street
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(515) 277-7437

Related Web Links:

www.theconleygroup.com

<http://www.theconleygroup.com/mission-vision-values.html>

<http://www.theconleygroup.com/president-s-bio.html>

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