

Head of Security

Division:	Stobart Aviation
Location:	London Southend Airport
Shift Pattern:	40 hours per week, Monday to Friday, but some weekend and evening work may be required as per business needs
Salary:	Dependant on experience
Reporting to:	Chief Operating Officer

Stobart Group:

Stobart Group is focused on delivering growth in its three core operating divisions: Aviation, Energy and Rail & Civils. Stobart Group also holds a portfolio of infrastructure assets and investments.

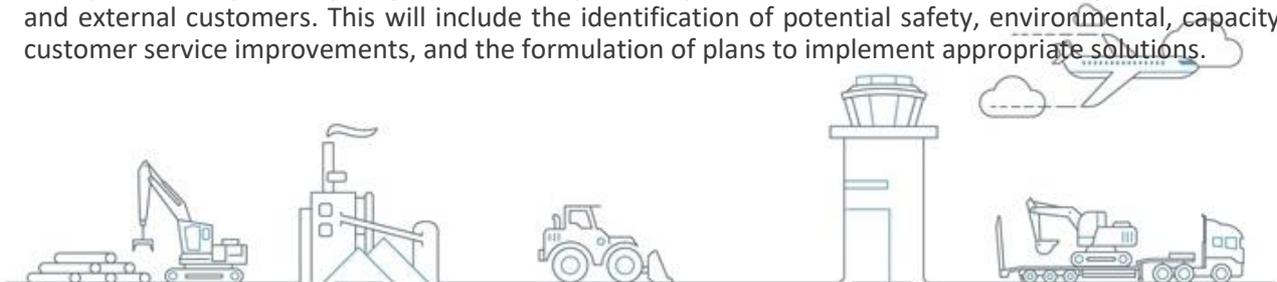
What's the role?

The Head of Security is accountable and responsible for the solid operational delivery of a compliant, safe and cost effective security operation at London Southend Airport, ensuring compliance with Civil Aviation Authority (CAA), European Aviation Safety Agency (EASA), Health & Safety Executive (HSE), Environment Agency (EA), Department for Transport (DfT) legislation and regulations, and of Stobart Group policies and procedures.

They will be expected to lead the Terminal team to ensure the delivery of a high quality, safe, secure, and professional experience for our customers. The Head of Security will support the growth of the airport through developing a security team which can support the increasing complexity of commercial growth as the business expands and develops.

What will I be responsible for?

- Responsible for the operational delivery of a compliant, safe and cost effective security operation.
- Provide a clear departmental vision and setting goals and objectives to deliver the departmental business plan and KPI's as part of the overall contribution to the airport vision. To sustain the change in culture, providing the necessary leadership, support and encouragement to the team to enable them to act with increased confidence and levels of empowerment.
- To ensure regulatory and Stobart Group safety and environmental standards and recommended practices relating to airport security are fully incorporated into the operation and that they are demonstrable during internal and external audits.
- To deliver a departmental business plan which makes adequate provision for staffing, training and projects which are critical to the safe and efficient operation of the business.
- As a member of the airport senior management team, ensure that professional advice on all matters related to airport security and capacity issues and any other operational or technical matters is provided to internal and external customers. This will include the identification of potential safety, environmental, capacity and customer service improvements, and the formulation of plans to implement appropriate solutions.



Head of Security

- To demonstrate a professional and competent approach to the management of the airport safety management system, which includes the monitoring and auditing where necessary of third party contractors, investigating all incidents and accidents and taking appropriate remedial action where standards have not been met or where improvements can be made.
- Identify and champion the delivery of capital investment and process improvement initiatives which impact on the operation of the security environment and represent the department on project boards and other airport groups
- To ensure that appropriate business continuity plans and shared risk assessment which have an impact on the airport security are developed and regularly reviewed and that any lessons learnt are incorporated into improved procedures.
- Chair the Risk Advisory Group and advise the Senior Executive Group on all matters relating to airport security.
- To set and achieve financial and manpower targets for the security operation, through the effective control and utilisation of capital budget, revenue budget, and manpower. This should be done in full consideration of meeting targets as well as achieving the highest customer service.
- Ensure that all staff are trained and maintain competence to carry out their role and tasks.
- Ensure that all accidents, incidents and near misses are reported and investigated as per company policy.
- Act as a member of Crisis Management Team.
- Ensure that all plant and equipment is serviced, maintained and fit for purpose.
- Ensure that all accidents, incidents and near misses are reported and investigated as per company policy.
- Ensure that all procedures and processes are maintained in line with current legislation and internal policies ensuring adherence to regulatory frameworks applicable to the terminal operation (e.g DfT, HSE, CAA)
- Ensure that all audit findings both internal and external are addressed within the agreed timescales.
- Conduct Safety tours/inspections as per the agreed schedule.
- Monitor and manage all third part contractors and their activities where relevant



Qualifications and Experience:

- DfT approved Level 3 Security Manager.
- Leading and managing security teams at a UK Directed Airport.
- A sound knowledge of the National Aviation Security Programme (NASP) and all other security related legislation.
- Liaising with the Inspectors and officials of the relevant national bodies regarding aviation security.
- Coaching and performance managing Duty Managers, Supervisors and staff.
- Internal auditing and testing.
- Implementing efficient staff shift patterns to meet the business needs.
- Compiling a business case for capital investment.
- An understanding of EASA rules and regulations.
- Inspirational leadership.
- Effective communication and relationship building.
- Service delivery and maintenance of compliance focused.
- Accuracy in both theoretical and practical workplace applications – an eye for detail.
- Sound data analysis ability
- A problem solver – an ability to work on one's initiative.
- High level of business awareness.
- Ability to deal effectively with difficult people.

How to Apply:

All applications should be made by submitting an up to date CV and covering letter informing us why you feel you are the best fit for the role, to: LSAHR@southendairport.com

Stobart Group is committed to equal opportunities for all, and we provide a fully inclusive and accessible recruitment process. Should you need any documents in a different format, or require any further support or assistance, please contact the HR Team email on LSAHR@southendairport.com

