



Security Industry Sector Guide

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Sector Guide – Considering a career in this sector?

Today approximately half a million people are employed in security roles in the private security sector, and the security industry contributes approximately £6 billion to the economy of the UK. It works closely with the police service and provides many of the non-core functions that were previously undertaken by police officers but for which police powers are unnecessary, for example some Constabularies now use civilian security firms for Crime Scene Management

While most security staff are supplied under contract from specialist suppliers, there are also a considerable number who are directly employed and a smaller number who are self-employed. Security companies range in size from multi-national corporations operating across the world to small local service providers.

The private security sector encompasses a wide variety of security occupations, ranging from the traditional uniformed security officer to highly skilled technicians installing security systems alarms.

Why work in Security Sector?

Security is high on the UK agenda and now, there is virtually no major public or private organisation without a team of dedicated to managing issues of security. The market is strong, and rapidly expanding.

The in-house security team within every business – described above, is just one part of the industry. There is also an entire sector devoted to providing business-to business-security solutions. And security professionals can be involved in providing crime awareness advice, working to reduce vandalism on urban estates, monitoring behavior on our streets or protecting buildings for clients who contract their services. Another end of the profession is dedicated to selling, installing or manufacturing the latest digital security technologies

Key Skills:

- ✓ Verbal skills
- ✓ Written/ report Skills
- ✓ Observation skills
- ✓ Decision making skills
- ✓ Personal discipline
- ✓ Discretion and Integrity

Organisations that support Military Recruitment



Organisations that support Military Recruitment



G4S is the world's leading global, integrated security company specialising in the delivery of security and related services across six continents. See all G4S jobs on RightJob [here](#).



HM Prison & Probation Service

HM Prison Services are currently experiencing rapid growth and recruitment challenges and with the potential opening of 'super prisons' over the coming years they are especially keen to recruit service leavers to the service. Many prisons work closely with the CTP to help fill their vacancies and many of their opportunities can be accessed via RightJob [here](#) . Further information can be accessed via the HMPS Employer Focus page [here](#).



Trigion Security is the security arm of the Facilicom Group, providing static guarding, mobile patrol, keyholding, alarm response services and technical security. See all Trigion jobs on RightJob [here](#).

Organisations that support Military Recruitment



Our total security management business is one of the UK's leading security companies providing integrated and risk-based security services. Our total security management ethos of providing security based on your risks sets us apart from other security companies. We work in partnership with you to provide you with the right mix of security services for increased effectiveness and efficiency.



Securewest is a leading global security company providing complete risk management solutions since 1987. With over 29 years' experience, Securewest is an innovative leader in maritime, land and corporate security sectors.



Serco provides critical support services to defence organisations, operating both in-country and embedded within deployed forces around the world. We have deep expertise operating across all military settings, including space, marine, land, and air.

Working in the Security Industry

The security industry offers a lot of diverse opportunities for individuals leaving the Armed Forces, in this article I will try to inform of some basics for anyone thinking of this as a sector of interest. The industry has seen exponential growth over the last decade or so, which has had good and bad effects; it has opened up countless opportunities and a volume of work, but has also attracted some unprofessional (and frankly unqualified and unsuitable) individuals and businesses.

Courses

Security Industry Authority (SIA) licences are mandatory for certain types of work in the UK (CCTV, Close Protection, Door work, etc). Everyone (no matter what background, including SF and RMP CPOs) have to do a course from an approved certificating body to apply for a SIA licence. There are an array of courses available to the service leaver, most accepting ELCs. Be very aware of courses which offer “guaranteed employment” on completion, and don’t believe that just because you have done the course that you are fully on top of your game or will get work (networking is near mandatory). Look for courses which have been recommended by people whose opinion you trust, and training providers who have clearly demonstrable credentials (broad experience of the sector, certificated, externally audited, testimonials, etc).



Working in the Security Industry

Employers

When choosing employers it is paramount that you ensure that you are going to be working for a reputable company – the Maritime Security Operators (MSOs) who were jailed in India are a recent example of sub-contractors bearing the brunt of a badly administered company who unnecessarily put their employees in legal danger. Never do anything which you are uncomfortable with or illegal (a company which asks this is not worth working for), and do your research on the company before going anywhere near them.

Companies House and a good open source search are a good place to start – a company registered at a residential address may not be the best indication of a large well run outfit. Make sure you have a contract, and have it checked by someone who knows what they're looking at if you are unsure. Your contract is there to protect you from exploitation. If you're engaged in ad hoc work save all texts and emails as proof of what you've been asked to do and your terms and conditions of employment. Make sure the company has good insurance and, if you're working abroad, what their medical insurance is like (remember actions on casualty and casevac to the UK).

Contracting vs PAYE

The industry relies a lot on contractors, this brings a lot of benefits (you can choose when you work, the pay is generally a little higher, you can be tax efficient, and you have the ability to pick and choose jobs, for example), but also has its downside (no guaranteed work, no employees' rights such as sick pay or pensions, sometimes hard to prove income for mortgages, etc). If you're going to be a contractor a good accountant is a must – they will save you far more than their fees. There are salaried positions available so there is a choice.

Working in the Security Industry

Reputation.

Reputation is everything in the industry – both for companies and individuals. Networking is key to employment, and the adage that a company's reputation is carried by its employees is especially prevalent in this sector. The discipline and integrity to do the right thing and act professionally all of the time is key, the continual maintenance of standards is expected from a sub-contractor or employee and will set you apart from your peers / competition and ensure you remain employed. The reason that a lot of companies only employ ex-military is that these basics should be well known and second nature; does "turning up at the right time, in the right place, in the right rig and doing the right" thing sound familiar at all? It continually surprises me how many people in the wider outside just don't get this!



Security Industry Authority and Licensing

A large proportion, though not all, of the security workforce is regulated by the Security Industry Authority (SIA), which draws its powers from the Private Security Industry Act 2001. The SIA is responsible for licensing individuals working in specified security roles and requires those people to prove their identity and address, obtain formal qualifications, and submit to a criminal records check before being considered for a licence to work.

There are two types of SIA licence:

- **A front line licence is required if undertaking licensable activity, other than key holding activities (this also covers undertaking non-front line activity). A front line licence is in the form of a credit card-sized plastic card that must be worn, subject to the licence conditions.**
- **A non-front line licence is required for those who manage, supervise and/or employ individuals who engage in licensable activity, as long as front line activity is not carried out - this includes directors* or partners. A non-front line licence is issued in the form of a letter that also covers key holding activities.**

Fee - The licence application fee is £220 for a three year licence, except for front line vehicle immobiliser licences where the fee is £220 for a one year licence. For individuals, the only way to apply for a new licence will be to fill in an application online at the SIA website

Roles in Security Industry

Here are a few examples of jobs from across the Security Industry:

- Biometrics technician
- Cash & Valuables in Transit Cash Processors
- CCTV Operators
- Maritime Security
- Close Protection Officer
- Community Wardens
- Contract Bailiffs
- Door Supervisors
- Event Security Staff
- Locksmiths
- Private Investigators
- Security Consultants
- Security Dog Handlers
- Security Officers/Security Managers
- Security and Fire Systems Installers
- Technical Security Countermeasures Operatives

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The breakdown of active licences in the licensable sectors is:

- Door Supervision: 221,926 (58%)
- Security Guarding: 93,664 (24%)
- Public Space Surveillance CCTV: 43,149 (11%)
- Close Protection: 13,412 (4%)
- Cash and Valuables in Transit: 9,873 (3%)
- Key Holding: 259 (0.07%)
- Vehicle Immobilisation: 94 (0.02%)



Security Officer

Your role will vary depending on the industry you work in, and could include:

- patrolling, securing and monitoring premises
- guarding cash or other valuables in a security vehicle
- airport security including searching aircraft, passengers and luggage, and guarding the airport boundaries
- supervising on the door for a large organisation

Right For You?

- ✓ the ability to write short reports and follow written instructions
- ✓ the confidence to challenge people when necessary
- ✓ the ability to use your initiative and make quick decisions
- ✓ the ability to work with technical equipment like CCTV

Prison Officer

Your work will depend on the type of prison or remand centre you're working in, but it will be a combination of supervising inmates and supporting their welfare and rehabilitation. You could be:

- keeping inmates secure
- carrying out security checks and searches
- supervising prisoners and maintaining order – this can involve authorised physical control and restraint
- supporting vulnerable prisoners
- promoting anti-bullying and suicide prevention policies
- going with prisoners on external visits like court appearances or hospital appointments
- preparing inmates for release through rehabilitation programmes
- updating records and writing reports on prisoners

Right For You?

- ✓ the ability to maintain respect whilst applying rules and discipline
- ✓ excellent communication and teamworking skills
- ✓ the ability to make decisions quickly
- ✓ the ability to remain calm working in the pressure of a secure environment

IT Security Coordinator

You may be dealing with:

- illegal hacking
- viruses, worms, spyware and Trojans
- denial of service (DoS) attacks – overloading systems with useless data
- 'phishing' – luring users into leaving confidential details on spoof websites
- 'pharming' – redirecting users to fake websites by hijacking genuine website addresses
- abuse of permissions by authorised system users

Right for you?

- ✓ problem solving skills
- ✓ project management skills
- ✓ the ability to interpret and assess data accurately
- ✓ the ability to work under pressure and to deadlines
- ✓ decision-making ability

Criminal Intelligence Analyst

You might work for the police services or HM Revenue and Customs. You could also be an analyst for :

- Government Communications Headquarters (GCHQ)
- Security Service MI5
- Secret Intelligence Service MI6
- National Crime Agency (NCA)

You'll work in an office but you'll also travel to meetings or court hearings. You'll look at patterns of criminal activity and how they're linked so that you can provide information on:

- reducing future offending
- targeting individuals and their networks
- tackling trends in particular crimes, for example fraud, drug smuggling or vehicle theft

Right for you?

- ✓ excellent communication and presentation skills
- ✓ the ability to build good relationships with people
- ✓ excellent research skills and the ability to pay attention to detail
- ✓ analytical skills to write and understand complex data
- ✓ excellent IT skills for using databases, spreadsheets and specialist software

Body Guard/ Close Protection

You may work for state or private organisations, as well as with private individuals. Your clients could be celebrities, public figures, heads of industry or royalty.

You may work as part of a larger close protection team with other CPOs and professional drivers, or offer your services as an individual.

Your day-to-day tasks could include:

- protecting clients from threats like terrorism, or from political opponents, stalkers or over-enthusiastic fans
- checking out premises before clients arrive
- planning to identify and prevent potential threats or disruption
- staying constantly alert to react to threatening situations
- accompanying clients on business and social visits
- driving clients to and from venues
- You could specialise in a particular area, like residential security or defensive and evasive driving techniques.

Right for you?:

- ✓ the ability to adapt in different situations
- ✓ quick reactions and the ability to take decisive action
- ✓ excellent observational skills
- ✓ the ability to stay calm in potentially dangerous situations



Border Force Officer

You'll protect UK border entry points like ports, airports, postal depots and the rail network.

You'll check passengers for immigration control purposes, and you'll enforce customs regulations by making sure the right tax is paid on goods. You'll also be looking for and removing illegal items like drugs, firearms, and counterfeit goods.

Your duties will depend on which part of the country you're based in. Your day-to-day work could include:

- checking travel documents and passports
- questioning passengers about their travel plans, and deciding if they need further questioning
- searching people, luggage and vehicles
- writing case notes
- working with the police on major cases
- attending court as a witness

You might also take part in counter-terrorism activities or prevention of human trafficking.

Right for you?:

- ✓ excellent spoken and written communication skills
- ✓ decision making skills
- ✓ the ability to manage challenging situations in a calm and professional manner
- ✓ leadership skills
- ✓ teamworking skills



Dog Handler

You'll work with your dog for a service like the police, the Army, the RAF, Border Force and HM Revenue & Customs, or private security firms.

You could also work for other services, like the Fire and Rescue Service, HM Prison Service, or for a mountain rescue team.

Depending on where you work, you'll help prevent and detect crime, find lost or missing people or protect property.

Right for you?:

- ✓ the ability to work a dog efficiently and look after its welfare needs
- ✓ self-confidence and the ability to work with minimum supervision
- ✓ patience with inexperienced dogs
- ✓ good observation skills
- ✓ the ability to judge a situation accurately and react instantly

Network Engineer

Your day-to-day tasks may include:

- installing and configuring new software and hardware
- setting up user accounts, permissions and passwords to allow access to the network
- making sure security is at the right level to block unauthorised access
- finding and fixing network faults
- setting up a maintenance plan to prevent faults
- giving technical support to people who use the network
- providing training on new systems
- carrying out day-to-day administration
- planning and implementing future developments

Right For You?

- ✓ strong IT skills
- ✓ excellent problem-solving skills
- ✓ the ability to explain technical issues clearly
- ✓ organisational skills

Salary and Benefits

With such a wide variety of roles in the Security industry salaries and benefits can vary greatly from minimum wage, casual hours Event Steward roles through to full time, high paid Senior Executive roles with full corporate benefits. Typical salaries for the role profiles featured in this guide are below:



Position/Function	Entry Level	Experienced
Security Officer	£15,000 - £20,000	£22,000 – £26,000
Prison Officer	£20,750 - £24,750	£29,500 - £34,000
IT Security Coordinator	£25,000 - £28,000	£30,000 - £40,000
Criminal Intelligence Analyst	£18,000 - £25,000	£30,000 - £40,000
Body Guard/ Close Protection	£100 - £150 day rate low risk	Up to £500 day rate high risk
Border Force Officer	£23,000	£27,000
Dog Handler	£16,000 - £20,000	Up to £26,000
Network Engineer	£18,000 - £28,000	£30,000 - £40,000

Know your skills? Service leavers have the skills that the Industry is looking for

Security is a very big industry and it depends where and what you are going to do, skills to be a CCTV operator are very different to a Close Protection (CP) operative. Basic Skills will include:

- Verbal skills
- Written/ report Skills
- Observation skills
- Decision making skills
- Personal discipline
- Discretion and Integrity

The above skills can be applied to nearly all security roles, there are a lot of specialisations in the sector including, surveillance, maritime, Government agencies like SOCO, MI5, Border Agency, GCHQ that may require additional skills:

- Foreign languages
- Highly organised
- Photographic skills
- IT skills
- Technical skills
- Maritime skills
- Physical intervention skills
- Analytical intelligence skills



Vacancy Information: November 2019

All security jobs on RightJob can be accessed [here](#).



Job ID	Job Title	Location	Closing Date
<u>N301957</u>	Security Officer	Hinkley Point	30 th November 2019
<u>N297171</u>	Security Manager	Essex	3 rd December 2019
<u>N300841</u>	IM Group Cyber Security Co-ordinator	Stevenage	21 st November 2019
<u>N295518</u>	Court Enforcement Agent	North East/ North West areas	24 th September 2020
<u>N290872</u>	CCTV Control Room Operator	North East	30 th November 2019
<u>N295344</u>	Operations Manager	East of England	22 nd November 2019

Remember to check [RightJob](#) Regularly for new Opportunities

Training Useful in the Sector

The CTP offers a range of Security related training; you can see the current security related training courses here <https://www.ctp.org.uk/resettlement-training/find-a-course?department=security>

For further information on courses with the Career Transition Partnership please click on the following link: <https://www.ctp.org.uk/resettlement-training>.



Further Information

Security Industry Authority - The Security Industry Authority is the organisation responsible for regulating the private security industry

British Security Industry Association - The British Security Industry Association (BSIA) is the trade association for the professional security industry in the UK

GCHQ Jobs

Secret Intelligence Service Jobs (MI6)

TotalJobs

<http://www.securityvacancies.com/>

Indeed

Reed

<http://www.securityclearedjobs.com/>

G4S

Mitie