



**The Conley Group, Inc.**  
2867 – 104<sup>th</sup> Street  
Des Moines, IA 50322-3814  
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Fax: (515) 277-7275  
[www.theconleygroup.com](http://www.theconleygroup.com)

## **Security Operations Manager (Armed)**

The Conley Group, Inc. is a 43-year-old, national award-winning professional security services company that has been recognized as being a best in class security services organization. By design, we are not a big-box, traditional guard company that measures its success by the number of guard hours 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 other problems 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 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, military-like environment. A can-do attitude at all times is essential. Our security operations manager will wear a uniform most days, be armed, and perform wide and diverse tasks on a daily basis that range from routine to those requiring an emergency response. No two days will ever be the same and there is never a monotonous day.

Our security operations manager will hire, train, lead, manage and mentor our 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/chief of security forces. Our chief will provide the necessary guidance, direction and support, but does not have the time, energy nor the disposition to micro-manage anyone.

It is our intent to hire a security operations manager who can and wants to be promoted. This means promotion opportunities to a director's position and then to the c-suite. What we do now is the future of security.

Thus, we are most interested in the right individual who is willing to make a longer commitment and grow with us.

The starting salary for a Security Manager is \$75,000.00 to \$85,000.00 annually. Additionally, we will provide our 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 (listed as a part of the application process).
- Be able to be licensed as an I.D. card holder by the Iowa Department of Public Safety.
- Have earned a Bachelor's Degree in a related discipline from a U.S. regionally-accredited college or university.
- Possess at least ten years of successful private-sector management experience demonstrating an increasing level of responsibility.

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 or at the senior enlisted level.
- Prior work experience in the security or risk management area.
- 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, forward a comprehensive résumé, including, professional references, personal references, college and/or university transcripts, a DD Form 214 long form (if military) and salary history, to:

The Conley Group, Inc.  
ATTN: Vice President of Administration  
2867 – 104<sup>th</sup> Street  
Des Moines, Iowa 50322  
(515) 277-7437

If you have any questions, please contact Tonya Schmaltz at the above telephone number or via e-mail at [tonya.schmaltz@theconleygroup.com](mailto:tonya.schmaltz@theconleygroup.com).

Reference Materials:

[www.theconleygroup.com](http://www.theconleygroup.com)

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

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

<https://www.facebook.com/The-Conley-Group-Inc-131270096949159>

<https://www.youtube.com/channel/UCJkkBU9670VxSEXc86oZUCw>