



**The Conley Group, Inc.**  
2867 – 104<sup>th</sup> Street  
Des Moines, IA 50322-3814  
Phone: (515) 277-7437  
Fax: (515) 277-7275  
[www.theconleygroup.com](http://www.theconleygroup.com)

## **Security Supervisor (Armed)**

### ***UNITED STATES MILITARY VETERANS PREFERRED***

The Conley Group, Inc. will be adding a security supervisor at the rank of Sergeant to our team of dedicated professionals.

We are 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 proud to be a part of our team of bona fide professionals.

As is the case with all positions, it is essential that our new security supervisor 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 supervisor will wear a uniform most days, be armed, and perform wide and diverse tasks on a daily basis ranging 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 supervisor will assist in training, managing and mentoring our security officers, ensure our customers are receiving the superior level of service they have come to expect from our officers, ensure our equipment remains fully operational and ensure all facets of our operations are functioning effectively and efficiently. Our security supervisor will be a direct report to our security operations manager. Our security operations manager will provide the necessary guidance, training, direction and support to our security supervisor.

It is our intent to hire a security supervisor who possesses the capabilities and the motivation to be promoted. This means promotion opportunities to a higher-level security supervisory position with the chance of being promoted to the management ranks. 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 salary for a security supervisor at the rank of Sergeant is \$55,000.00 to \$67,000.00 annually. Additionally, we provide all our security supervisors with a generous benefits package that includes 100% paid personal medical insurance. A family insurance policy can be purchased by the security supervisor at our discounted group rate. Dental insurance, life insurance and other benefits will also be provided at no cost to the security supervisor.

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. [See: <https://www.legis.iowa.gov/docs/code/2014/80A.pdf>]
- Possess at least one of the following:
  - ✚ 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 three years of successful private-sector supervisory or 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 five years of successful private-sector supervisory or management experience\* in a service business demonstrating an increasing level of responsibility.
  - ✚ Possess at least seven years of successful private-sector supervisory or management experience\* in a service business demonstrating an increasing level of responsibility.

\*The **only** possible substitution for all or part of the private-sector experiential requirement in a service business is if a candidate possesses at least an equivalent number of years of active-duty military leadership experience as commissioned officer or as a senior non-commissioned officer (E-7 and above). Experience in the military at the rank of E-6 and below will not count as substitution for the private-sector experiential requirement.

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

- An honorably-discharged, active duty United States Military Veteran – especially those individuals who have served as a commissioned officer or as a senior-level non-commissioned officer and who are combat Veterans.
- Prior work experience in the security or risk management area.
- A Master's Degree in a 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, please apply in person Monday—Friday between the hours of 9:00 a.m. and 4:00 p.m. or apply online at <http://www.theconleygroup.com/app.asp>. We will contact those individuals who meet all minimum position qualifications and who are considered as possible viable candidates. Applicants need to submit college and/or university transcripts (if applicable) and a DD Form 214 long form (if military) to:

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

Associated Web Links:

[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>