# Executive Director of Safety and Security

<table>
<thead>
<tr>
<th><strong>Location Name</strong></th>
<th>Central Office</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Salary Min</strong></td>
<td>USD $111,727.12/Yr.</td>
</tr>
<tr>
<td><strong>Salary Max</strong></td>
<td>USD $160,704.01/Yr.</td>
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<tr>
<td><strong>Category</strong></td>
<td>Safety and Security</td>
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<tr>
<td><strong># of Openings</strong></td>
<td>1</td>
</tr>
<tr>
<td><strong>Close Date</strong></td>
<td>7/15/2024</td>
</tr>
<tr>
<td><strong>Subject</strong></td>
<td>Not Applicable - Non-Instructional Position</td>
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## Purpose and Scope

### OVERVIEW

Memphis-Shelby County Schools is seeking dynamic educational champions ready to position our district as a national exemplar of education transformation. We need leaders with a fierce commitment to actualizing a bold vision that yields ambitious outcomes for more than 110,000 students and families across the Memphis-Shelby County area. The reality is that we can do better for kids, and we will with the right leaders in place. The most successful candidates believe that more is possible for Memphis and are:

- **Courageous Thinkers & Doers**: Pre pared to navigate and thrive in a complex and ambiguous environment on day one, present innovative ideas to address systemwide issues, and execute sustainable plans toward transformation.
- **Solutions-Oriented**: See the possibilities, demonstrate the capacity to synthesize information and adjust short and long-term goals, and consistently find a window when doors close to deliver measurable results for kids and families.
- **High-Performing Gamechangers**: Leader of leaders with the capacity to mobilize and empower an outstanding team, make people-centered data-informed decisions, and operate with a relentless hyperfocus on removing stubborn barriers that destroy the hopes and dreams of too many of our students.

## SUMMARY DESCRIPTION
The Executive Director of Safety and Security will review and develop consistent police and security policies, officer disciplinary metrics, code of conduct, training requirements and schedules, credentialing, and all necessary protocols related to managing security staff. This position may require developing and monitoring safety standards, implementing and monitoring training and other security related matters to effectively ensure the safety of all Memphis-Shelby County Schools campuses and facilities. Qualified candidates must possess a bachelor’s degree in criminal justice or related field and at least 10 years of experience with law enforcement practices and methods, preferably in a school district, including 5 years of experience managing/supervising security and/or police officers.

**Minimum Qualifications**

**Successful candidates possess:**

- understand emergency management and preparedness
- experience developing and presenting recommendations both orally and in writing;
- the ability to effectively analyze and allocate appropriate utilization of staff, inventory, equipment and other resources required for successful completion of job duties;
- experience in change management, organizational structure, performance management, and/or administrative responsibilities;
- experience in developing, revising, and implementing standard policies and procedures; and
- proficiency in Microsoft Office Suite

**Additional Job Details**

Salary: $111,727.12 to $160,704.01

Please note: All interested applicants must apply at MSCS Career Website