



**PROTECTIVE
SECURITY**

Security Supervisor

Career level



Entry Level

Early Career

Mid Career

Later Career



Job Description

As a Security Supervisor, you will be responsible for overseeing and coordinating the security operations within an organisation. Your primary duties will include supervising and directing security personnel, implementing security protocols and procedures, conducting regular inspections, and ensuring the safety and protection of company assets, employees and visitors.

Security Supervisor duties can vary depending on their work environment, but they all need people and management skills.



On the Job

Among the day-to-day job responsibilities include

- Ensuring the safety and security of personnel, property, and assets within the assigned area.
- Supervising and coordinate the activities of security personnel, including scheduling, training, and performance evaluation.
- Developing and implementing security policies, procedures, and protocols to maintain a secure environment.
- Monitoring security systems, including CCTV cameras, alarms, and access control systems, to detect and prevent unauthorized activities.
- Conducting regular patrols and inspections to identify and address security vulnerabilities.
- Responding promptly to incidents, emergencies, and alarms, taking appropriate actions to mitigate risks and maintain order.
- Investigating security breaches, thefts, accidents, and other incidents, documenting findings and implementing corrective measures.
- Collaborating with law enforcement agencies, emergency services, and other stakeholders to coordinate response and enhance security measures.
- Maintaining accurate records and prepare detailed reports on security-related incidents and activities.

Salary & Benefits

Your salary can vary because of factors like site requirements, experience, training, or location. Your salary as a full time Security Supervisor may increase over time as you build skills, knowledge, and experience.

Weekly Pay: \$955.00 – \$1330.00

Annual Pay: \$70,000 – \$85,000

Hours per week: 38

Hourly Pay: \$25.00 – \$35.00



Entry Qualifications & Training

Given your role will be to keep people and things safe, your employer will need to know you're a safe bet to hire. You will need a Security Licence to work as a Security Supervisor. In addition to a security licence, you'll need to consider:

- Undertaking further training such as a Certificate III in Security Operations or Front Line Management qualifications.*
- Demonstrate leadership of organisational abilities.
- Prior experience working as a Security Officer

*Funded training may be available in some states/territories.



Career Progression

After working as a Security Supervisor, individuals can pursue various career paths within the security industry. They may advance to higher-level supervisory roles, such as security manager, responsible for overseeing multiple teams and implementing security strategies. Alternatively, they can specialise in specific areas like risk assessment, threat analysis, or security consulting. With experience and additional certifications, they may become security consultants, advising organisations on security measures and policies.

You may also decide to specialise in certain fields of security including:

- Risk Management
- Workplace Safety
- Operational Management role in Aviation / Maritime security
- Security sales or marketing



Experience & Skills Required

Any past experience, including working in the police force or armed services, or where you can demonstrate that you are a responsible and trustworthy person with good communication skills can help you stand out to an employer. Other useful skills a supervisor can possess include:

- An understanding of emerging threats, technological advancements, and evolving security protocols. They should stay updated on security related trends in cybercrime, physical security, and risk assessment.
- Strong leadership skills and a person capable of making quick decisions during emergencies and effectively delegate tasks to their team members. Critical thinking and problem-solving abilities are crucial to handle complex situations.
- Capable or using cutting-edge tools such as AI-powered surveillance systems, biometrics, and data analytics to enhance security measures.
- Communicate in a clear and concise manner for conveying instructions, coordinating with team members, and interacting with stakeholders. They should be proficient in using advanced communication systems and capable of effectively relaying information during emergencies.
- Possess excellent conflict resolution skills to handle disputes, diffuse tense situations and maintain a calm and secure environment.
- Be trained in de-escalation techniques and have a firm understanding of human behaviour.
- Be capable of and responsible for training and developing their security personnel and conduct drills and ensure that the team is well-prepared to handle various security situations.
- Understand compliance, legal and ethical frameworks and be well-versed in privacy laws, industry standards, and ethical practices.
- Be physically fit and capable to respond quickly to physical threats and protect themselves, their team, and the premises.

Getting Started

Security Supervisor jobs are advertised under a variety of job titles and can be found on online jobs or directly advertised by employers. When looking on job boards, look for the following types of job:

**Security Supervisor or
Security Site Supervisor**

Useful Organisations and Links

- **ASIAL**
asial.com.au
- **Security Licensing Information**
asial.com.au/security_licensing_information
- **Security Training Requirements**
training.gov.au/Training/Details/ CPP
- **ASIAL Contact Information**
1300 127 425
contactus@asial.com.au



Contact ASIAL

Security Industry House,
41 Hume Street, Crows Nest NSW 2065
1300 127 425
contactus@asial.com.au
www.asial.com.au

Supporting members, promoting standards and safeguarding public interests.



Find out more: www.asial.com.au/careers