SECURITY

PROTECTIVE SECURITY

Team Leader

Career level

| Entry Level | Early Career | Mid Career | Later Career |

Job Description

Security Team Leaders are employed in a variety of security settings, ranging from commercial, industrial, events and hospitality security environments. They're responsible for organising and overseeing all security operations. Security Team Leaders also create security strategies, implement security procedures and supervise security officers and guards. Work may include shift work covering 24/7 rosters. You will lead by example, providing guidance, training and mentorship to the security team members, fostering a culture of professionalism, integrity and excellence.

On the Job

As a Security Team Leader, you could be working inside or outside, and will often wear a uniform or protective clothing, like a hi-vis jacket, so that you can be recognised as security. Work may include shift work covering 24/7 rosters.

Among the day-to-day job responsibilities include:

- Developing and implementing security protocols and strategies to protect the organisation's assets, employees and visitors.
- Conducting regular security assessments and risk analyses to identify potential vulnerabilities and recommend appropriate mitigation measures.
- Training and educating security team members on relevant security practices, emergency response procedures, and the use of security equipment.
- Monitoring security systems and alarms to detect and respond to any breaches or suspicious activities promptly.
- Investigating security incidents, prepare detailed reports and implement corrective actions to prevent future occurrences.
- Staying updated on the latest security technologies, trends, and industry best practices, and make recommendations for their implementation.
- Fostering a positive and professional work environment, promoting teamwork, motivation, and continuous improvement within the security team.
- Serving as the primary point of contact for security-related matters, providing guidance and support to both internal stakeholders and external authorities as needed.

Salary & Benefits

Your starting salary can vary because of factors like level of experience, training, or location. Your salary as a Full Time Security Team Leader may increase over time as you build skills, knowledge and experience.

Weekly Pay: $1,800 – $2,200

Annual Pay: $95,000 – $115,000

Hours per week: 38

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Entry Qualifications & Training

Given your role will be to lead a team of security officers who are responsible to keep people and things safe, your employer will need to know you're a safe bet to hire. You will need to hold a Security Licence to work as a Security Team Leader. To qualify for a Security Team Leader role, you'll need to:

- Hold a Security Licence
- Demonstrate qualities to lead and manage people.
- Undertaking a Certificate III in Security Operations or Front Line Management qualifications would be well regarded*.
- Prior experience working as a security guard.

Funded Certificate training is available in some states/territories.

Career Progression

After serving as a security team leader, the career progression can take various paths depending on individual goals and opportunities. One option is to advance into a management role, such as a security supervisor or manager overseeing a broader range of security operations and strategies. Alternatively, one can specialize in a specific area of security, like cybersecurity or risk management, and pursue qualifications or advanced training to enhance expertise. Some professionals may choose to transition into consulting or advisory roles, providing guidance and support to organizations in their security efforts.

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 security experience as a security team leader, working in the police force or armed services, will help you stand out to an employer. Other useful skills to highlight to your employer when applying include:

- Ability to inspire and motivate team members, set clear goals, and provide guidance and support.
- Excellent verbal and written communication skills to convey complex security concepts and instructions effectively.
- Strong analytical and critical thinking skills to identify and address security vulnerabilities and incidents.
- Ability to make informed decisions quickly, weighing risks and benefits while considering the broader organizational goals.
- Flexibility to adjust strategies and tactics in response to evolving security threats and challenges.
- Proficiency in security technologies, network infrastructure, and emerging cybersecurity tools.
- Capability to train and mentor team members, ensuring their professional growth and competence.
- Ability to remain calm under pressure, make swift decisions during emergencies, and effectively coordinate response efforts.

Getting Started

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

Security Team Leader or **Security Manager**

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

ASIAL
AUSTRALIAN SECURITY INDUSTRY
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Supporting members, promoting standards and safeguarding public interests.

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