



## Security Careers Case Study

# PROTECTIVE SECURITY



## Winner of the 2023 Australian Security Industry Award for Excellence, Individual Achievement – Protective Services, Sahil Hashmi, CEO, Citadel Group.

Sahil has been in the Security Industry for 23 years. Prior to his current role he was the Strategic Account Manager at Wilson Security, Security Manager at Wilson Security, Team Leader at Chubb Security (now MSS Security) and Security Officer at City Watch Security.

Sahil has a Graduate Certificate of Information Technology from Swinburne University of Technology, a Diploma of Business Management, and Related Support Services, from Melbourne Polytechnic, Certificate IV in Security & Risk Management & Certificate IV Training and Assessment.

Sahil has risen through the ranks from entry-level and is now the founder and CEO of Citadel Group in Melbourne, which operates in Property Development under Citadel Property Group and Security Services under Citadel Security Group, which has successfully specialised in providing customised security and has executed multiple land/house development projects.

During his career, he displayed calmness under pressure frequently diffused high-stress situations and supported in resuscitating three people and helping several others at risk of suicide.

As a company owner, he invests in his employees by providing valuable learning and development. Citadel Security has a demonstrable track record of reducing the number of incidents on sites and creating positive and safe environments.

### What does it mean to win the Award?

I am deeply grateful to receive the ASIAL Award for Individual Achievement – Protective Services. It was an immense honour and a true privilege to be recognised by such an esteemed organisation, the only reputable peak body for our Security Industry and so greatly renowned.

This award is a testament of all the hard work and support from my mentors, senior managers, friends, colleagues, and family who have provided me with unwavering support in this incredible journey, they kept me motivated to achieve success and encouraged me to always push my boundaries.

When I launched my company Citadel Security Group it was a labour of passion and commitment and my vision to contribute to this industry with my knowledge and expert level skills. This award reflects not only our dedication to excellence but also the impact our work has had in our industry. This award was a very proud moment of my life which will go down in my memory lane as one of the greatest highlights of my career. I was truly excited about winning this award and it motivates us to continue pushing boundaries and striving for excellence in our security

industry. We are committed to building on this success and continuing to make meaningful contributions to our industry. This award inspires us to set even higher goals for the future.

### What do you enjoy about working in security?

Security is a rapidly evolving field with new technologies and threats emerging regularly. I always appreciate the constant need for learning, staying up to date with the latest developments, problem-solving, staying one step ahead of potential threats, and adapting to new technologies and policies which makes the work environment intellectually stimulating.

I also appreciate the ethical dimensions of our work. This may involve ensuring privacy rights, protecting sensitive information, or developing ethical guidelines for the responsible use of security technologies.

We have developed a lot of systems like Online Reporting Systems with photographic evidence, Stringent OH&S policies, SOP's, CMP's, adapting to new rostering software and other tech savvy products which are very beneficial in delivering high industry standards.

### What would you say to someone considering a role in the security industry?

The security industry provides stability, growth opportunities and lots of job openings. Be prepared for a career that involves continuous learning and staying updated on the latest developments. Build a solid foundation in the fundamentals of security.

Networking is crucial, connect with professionals, attend conferences, and engage with online communities. Building networks can provide valuable insights, mentor opportunities, and access to job openings.

Security threats are ever-changing, and the ability to adapt to new circumstances is crucial. Be ready to pivot strategies and tactics in response to emerging challenges. Effective communication is essential in security to convey complex information clearly.

Finally, have a genuine passion for security and a commitment to the mission of safeguarding people, information, or assets. A Strong sense of purpose will fuel your dedication to making a positive impact. Security offers a wide range of roles, finding the right fit for your skills and interest is key to a fulfilling career. 🔒