



<b>Job Title</b>	<b>Security Specialist</b>
<b>Job Level</b>	4a
<b>Location</b>	Strathclyde Business Park
<b>Business Unit</b>	Group Distilling & Technical
<b>Function</b>	Compliance
<b>Leader</b>	HMRC Compliance Leader
<b>People Leadership</b>	None
<b>Role Purpose</b>	
<p>To provide high quality, security subject matter expertise and support implementation of security programs to enhance business performance across our global business. Responsible for the attainment and maintenance of all safety and security aspects of Authorised Economic Operator (AEO) or other relevant accreditations.</p>	
<b>Responsibilities</b>	
<ul style="list-style-type: none"> <li>• Develop and lead the delivery of a corporate security framework which provides operating principles, policies and processes and security risk management and provide the global business with security advice and best practice advice in respect of this.</li> <li>• Ownership and maintenance of the AEO safety and security requirements to ensure accreditation and continuance of accreditations.</li> <li>• Provide a risk and threat assessment processes across all sites to deliver risk reduction. And evaluate and present findings and recommendations to senior leaders.</li> <li>• Embed a security culture by designing and delivering a security awareness programme and conducting security reviews and audits in line with identified risks.</li> <li>• Build/maintain strong relationships with key senior stakeholders across the global business and those responsible for local security to support application of consistent company policies.</li> <li>• Ownership of the outsourced manned guarding contract across the business ensuring it is fit for purpose and cost effective.</li> <li>• Develop positive relationships externally with relevant government, industry bodies and local law enforcement agencies.</li> <li>• Lead and coordinate investigations as necessary on security incidents and report findings and opportunities for improvement to site and senior management.</li> <li>• Key contributor and stakeholder to the ongoing development and delivery of the Global Crisis Management Program.</li> </ul>	



## Values



**BE PROUD**  
We are proud of our brands, our heritage, and our commitment to superior quality in our products



**BE RESPONSIBLE**  
We expect every individual and their teams to be accountable and to perform to their full potential



**BE SUSTAINABLE**  
We wish to make a positive contribution to our communities and to our environment



**BE PROFESSIONAL**  
We value integrity, transparency, professionalism and constructive debate within a team working culture



**BE ENTREPRENEURIAL**  
We foster a forward thinking and innovative culture that recognises the need for innovative thinking and continuous improvement



**THINK LONG TERM**  
We are proud of our brands, our heritage, and our commitment to superior quality in our products

## Core Competencies:

### Deciding & Initiating Action

- Makes prompt, clear decisions which may involve tough choices or considered risks
- Takes responsibility for actions, projects and people
- Takes initiative and acts with confidence
- Initiates and generates activity

### Relating and Networking

- Establishes good relationships with customers and staff
- Builds wide and effective networks of contacts inside and outside the organisation
- Relates well to people at all levels
- Manages conflict
- Uses humour appropriately to enhance relationships with others

### Persuading & Influencing

- Makes a strong personal impression on others
- Gains clear agreement and commitment from others by persuading, convincing and negotiating
- Promotes ideas on behalf of self or others
- Makes effective use of political processes to influence and persuade others

### Delivering Results & Meeting Customer Expectations

- Focuses on customer needs and satisfaction
- Sets high standards for quality and quantity
- Monitors and maintains quality and productivity
- Works in a systematic, methodical and orderly way
- Consistently achieves project goals.

### Applying Expertise & Technology

- Applies specialist and detailed technical expertise
- Develops job knowledge and expertise through continual professional development
- Shares expertise and knowledge with others
- Uses technology to achieve work objectives
- Demonstrates appropriate physical co-ordination and endurance, manual skill, spatial awareness and dexterity
- Demonstrates an understanding of different organisational departments and functions

### Coping with Pressures & Setbacks

- Works productively in a pressurised environment
- Keeps emotions under control during difficult situations
- Balances the demands of a work life and a personal life.
- Maintains a positive outlook at work.
- Handles criticism well and learns from it.

## Skills and Qualifications:

### Essential:

- Previous experience of leading security operations within an FMCG and corporate environment.
- Knowledge of AEO (Authorised Economic Operator) registration and certification relating to safety and security
- Established membership at member level (MSyl) or fellow (FSyl) of the Security Institute.
- Certified Management professional (CSMP level6), Certified Protection Professional (CPP) and/or Physical Security Professional
- Thorough knowledge of the design, implementation and management of integrated physical, technical and procedural security controls and demonstrable experience of creating and implementing Security Policies.
- Previous experience of Security Risk survey and risk mitigation within a Logistics & Supply Chain environment



Desirable:

- MSc/MA/MLit /BSc/BA or equivalent in security risk management/risk management.
- Experience of working with CTPAT (Customs Trade Partnership against terrorism)
- Understanding of Global Customs and Excise requirements
- Understanding of UK Criminal and Civil law
- Project management experience
- Understanding of UK Customs and Excise requirements

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Date:	28 <sup>th</sup> November 2018
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Date of last revision:	20 <sup>th</sup> December 2018