

Physical Security Transformation

Job Descriptions

Job title	Head of Physical Security Services (Enterprise)	Date	May 2025
Reports to (title)	Head of Service Standards		
Contract/department	Operations	Revision	3
Location	Nationwide		

Job purpose

The post holder will create and implement a security services strategic vision for EMCOR UK and provide effective and inspiring leadership, championing the profession to internal and external stakeholders reflecting EUK company values.

Working with the Risk & Security Assurance Manager, you will be ensuring that EMCOR UK meets all its regulatory obligations.

You will be responsible for delivering timely security advice whilst providing assurance that physical security risks to staff and clients are effectively managed.

You will work with business development teams on new tenders, ensuring that the security element is both attractive and 'comes to life' for prospective clients, thereby maximising the potential of all physical security service-related activities.

A core part of the role will be ensuring that continuous improvement is embedded in all security services delivered, with a focus on a high-quality product, service delivery that is aligned with industry best practice.

Duties/responsibilities/accountabilities/deliverables

Security Policy

Play an active part in the development of EMCOR UK's physical security policy in conjunction with wider operations and the Risk & Security Assurance Manager

Accreditation & Licencing

Manage and develop the company SIA Licence framework.

Responsible for company security accreditation attainment

Business Development

Take responsibility for company Security Services Toolkit and its continuous development.

Present our product to new and existing clients.

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Engage in external events and networking to place EMCOR UK as a thought leader and authority on all aspects of security.

Work closely with the procurement team to establish an effective supply chain capable of meeting business and clients' needs.

Operational management

Develop a companywide performance review process and monitor output against company standard.

Visit sites regularly to carry out policy and regulatory compliance checks, with feedback and actions recorded, tracked, monitored and escalated as required.

Support Account Security leads in their compliance to security standards

Support the Account security leads in following EUK Security Services Toolkit and creating their Logbooks.

Manage a collaborative network of security operators across our accounts to ensure best practice and innovation is easily communicated and implemented.

Work with Procurement Category Manager on security supply chain- monitoring and improving performance.

Advise and consult on career development and training opportunities, be a mentor for the wider security services.

Resource responsibilities

Responsible for the budget as directed.

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Person specification

- Be an industry recognised leader in the physical security services profession (i.e., Achieved level within Security institute or previous role experience)
- Experience at a senior level within a security services provider
- 10 years' experience in a security related discipline allied with in-depth knowledge of physical security principles and the ability to deliver risk-based and threat informed mitigations, ideally in UK Government, critical national infrastructure or a relevant commercial environment.
- Membership of Security Industry Association
- High levels of discretion and the ability to deal appropriately with highly sensitive information.
- Operate at a senior level with executive customer stakeholders with gravitas and authority.
- Influencer and innovator in the security services arena
- Solution creator with demonstrable track record of change implementation and maintenance
- Demonstrable bid writing experience
- Confidence in customer presentations
- Self- starter with high standards of self-achievement
- Excellent communication and interpersonal skills and stakeholder management
- Change agent, challenger and emotionally intelligent team leader and player
- Good IT skills in Microsoft business packages such as sharepoint

Other factors relevant to the job

Requirement for UK wide travel due to geographic spread of our customer

Able to flexibly work to suit operational and business development needs

FOR HR USE ONLY:

Job Grade		EMCOR Competency Level		Training Profile UTC	
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