

# Chapter 45 - IFPO - CPO

## Career Planning

# Purpose

Security Professionals face competition for all desired positions. It is essential to be prepared and plan your future through education, licensing and certifications.

## Career Planning

- ▶ The three basic stages of career planning are:
  1. Self-assessment
  2. Career exploration
  3. Job search
- ▶ Career planning is a continual process that requires constant self-awareness and evaluation.

# Education

- ▶ Assessment is a fundamental first step to effective security planning. The same holds true for career planning. It begins with self-awareness, i.e., an understanding of one's abilities and interests, and of the industry. This is also referred to as career literacy.
- ▶ Conduct a SWOT analysis of your strengths, weaknesses, opportunities and threats that you face.
- ▶ Continue to move forward with a plan for self-actualization; the realization or fulfillment of one's talents and potential.
- ▶ Experts agree that education helps to advance your career at any level in many ways, including the following:
  1. Gain knowledge
  2. Enhance your soft skills
  3. Demonstrate a strong work ethic
  4. Boost your confidence for success
  5. Grow your social network

# Understanding the Industry

- ▶ The security landscape is broad. It is important to look at the bigger picture.
- ▶ The best practices approach to providing security for people, property, and information is now defined as enterprise security risk management (ESRM).
- ▶ ESRM links security activities to an enterprise's mission and business goals through risk management methods.
- ▶ Recognize that your role is critical to the success of the organization you serve.

# Stay Current

- ▶ One of the easiest ways to stay current is to peruse professional periodicals such as:
  - ▶ *Security Magazine*  
[https://www. securitymagazine.com/](https://www.securitymagazine.com/)
  - ▶ *Campus Safety Magazine* [https://www.campussafetymagazine. com/](https://www.campussafetymagazine.com/)
  - ▶ *SDM Magazine* <https://www.sdmmag.com>
- ▶ In addition to current best practices and industry trends, you will become more familiar with professional tracks and real-time job postings.

# Network

- ▶ Consider joining your local chapter of ASIS a local, professional security organizations.
- ▶ Look outside the private security industry to other partners. Local law enforcement, fire, MEDIC, and emergency management often open their exercises to volunteers.
- ▶ Opportunity to build relationships in preparation for emergencies within your organization, add to your skill set, and meet other like-minded safety and security professionals.

# Find a Mentor

- ▶ A mentor is someone who is willing to invest in your professional development.
- ▶ Most seasoned security professionals understand that their success is due in part to those who helped them along the way.
- ▶ A mentor can advance many facets of your career planning from managing daily workplace challenges to formulating a five-year plan.
- ▶ Mentors are to be protected as valuable assets because they can help provide meaningful opportunities for growth.

# Explore Options

- ▶ To provide you with real-time openings, research:
  - ▶ LinkedIn
  - ▶ Indeed.com
  - ▶ Career fairs
  - ▶ Google security jobs
  - ▶ Security company websites
  - ▶ SIA Security Industry Careers Guide
- ▶ The most comprehensive approach is offered by ASIS through *ASIS Career HQ*, which offers professional services such as resume writing and career coaching as well as a current list of security professional openings.



# Credentials and Certifications

- ▶ Professionals are continually viewing higher credentialing as important for advancement.
- ▶ The ASIS organization cites the following as rationales for ASIS board certification:
  1. Validate your security management expertise
  2. Be globally recognized by your peers and industry
  3. Get a competitive edge in the marketplace
  4. Enhance your career and earnings potential
  5. Broaden experience
- ▶ These three ASIS board-certified credentials set the security professional apart:
  1. **Certified Protection Professional (CPP):**
    - ▶ Board certification in security management
  2. **Professional Certified Investigator (PCI):**
    - ▶ Board certification in investigations
  3. **Physical Security Professional (PSP):**
    - ▶ Board certification in physical security
- ▶ The challenge is to do the research, especially as it applies to your position or future plans.

# Experience

- ▶ Experience in a particular field or in a position is one of the most cited criteria for employers.
- ▶ Internships are an excellent way for a student to gain experience in the security and/or criminal justice industry.
- ▶ The intern is more closely supervised; however, internships are often unpaid.
- ▶ Volunteering is another approach to filling the experience void in one's resume.

# Investigative Licensure

- ▶ Once you've identified your potential area of interest, determine if the position requires a license.
- ▶ Licensing is intended to ensure that only competent and ethical individuals practice in an occupation.
- ▶ To obtain a license you must demonstrate that you meet state standards for that career.
- ▶ Steps include completing specified training, logging a designated amount of work experience, and taking a licensure exam.

# Career Planning

- ▶ You are accountable for your own success.
- ▶ Career management requires quality networking.
- ▶ Career planning requires one important thing:
  - ▶ ***A personal commitment to manage and invest in your career the right way.***
- ▶ Career planning is a commitment to and an investment in your future.