

# VICTOR N. ALLEN

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## PHYSICAL SECURITY PROFESSIONAL

Provides leadership and expertise while ensuring the safety and security of company wide assets including campus, executive staff, employees and facilities. A strategic and tactical innovator who establishes and implements security plans and processes.

## PROFESSIONAL EXPERIENCE:

**Community Regional Medical Centers – Fresno Ca.**

**06/2015 – 10/2016**

### Director Safety and Security Services

- Directs the development, planning and daily operations of the Corporate Safety and Security Services Department to include; Emergency Management, Fire Safety, Access Control and Physical Security Technology for a 600+ bed not for profit hospital facility.
- Manage and supervise 140+ exempt and non-exempt reports, including all aspects of personnel management
- Manage 6.3 million dollar annual department budget
- Directs the monitoring, compliance and required reporting of the Joint Commission Environment of Care Standards in conjunction with facilities and EVS, CMC Safety policies and other regulatory agencies.
- Analyzes, selects, implements, and evaluates programs necessary to support the strategic direction of the Safety, Customer Service, Interpreter, Patient Transportation and Security Departments.
- Develops and executes Safety/Security specific goals and objectives consistent with Safety and Security Department strategy.
- Establishes policies, procedures, and practices necessary to support and maintain a safe and secure environment for the benefit of patients, staff and visitors in accordance with regulatory requirements.
- Develops implements and maintains the annual budget for multiple cost centers.
- Develops RFP and works with Executive leadership teams to identify and select vendors
- Oversee, supervise and provide tools that develop opportunities for staff that are necessary for performance consistent with CMC's mission and vision.
- Oversees all parking and valet services for CRMC campus
- Directs, develops, maintains and enforces all aspects of the employee identification, access control, fire and life safety, environmental safety, emergency preparedness, emergency communications center hazard surveillance, DMV pull Notice Program and parking program management for the corporation in accordance with all government regulations.
- The Director of Physical Security identifies security sensitive areas of the organization based upon a thorough assessment, and develops a Security Management Plan (SMP) per Joint Commission Standards (EC,EM, LS and LD)

- Directs and oversees the proper operation, administration and training on all corporate safety programs, disaster programs and exercises, new employee safety orientation, PBX/Emergency Communications Dispatch Center, locking systems (key & proximity card types), panic buttons/emergency notifications, Closed Circuit Video Surveillance systems and digital video recorders.
- Provides effective communications, leadership and management during crisis, special events and emergencies that affect corporate properties/operations

**St. Joseph's Health – Orange, California**  
**Security Analyst III**

**4/2014 – 6/2015**

- Provide Governance and Oversight utilizing the Integrated Controls Framework document (IFC) for cross mapping policies, standards and assessments that set standards and establish processes to guide physical security ministry-wide.
- Works under minimal supervision to proactively develop enterprise security methodologies and implement ministry-wide processes
- Enable St. Joseph Health to address and show adherence to regulatory requirements
- Reduce risk to the ministry while driving efficiencies.
- Assess regulatory and technical security risk across the ministry and guide the development of remediation strategies.
- Contribute to the development, implementation, and maintenance of Ministry Security policies, standards, and processes that help identify and mitigate security risk.
- Monitors, tracks, and reports on compliance to security requirements and works with the responsible parties to drive timely remediation.
- Advise departments on the ministry's security policies, standards, and processes.
- Leverage strong knowledge of network and systems architecture to provide technical guidance on the secure configuration of the ministry's networking environment, operating systems, databases, directory services, web services, mobile computing and other technologies.
- Provide as needed training and awareness to ministry personnel.
- Leads inter-departmental and cross-functional working groups to ensure security requirements met.

**SIGA Technologies, Inc. – Corvallis, Oregon**  
**Director, Security and Safety**

**8/2010-11/2013**

- Managed delivery of effective security services solutions for SIGA, our vendors and subcontractors.
- Built and maintained relationships with key stake holders (IT, HR, Facilities, and Operations) to insure security met cross functional needs internally and externally.
- Lead, motivated and managed remote site management and staff to meet Service Level Agreements (SLA).
- Ensured compliance with OR-OSHA safety requirements particularly Title 29 CFR, OSHA 1910.38 Emergency Action Plans and 1910.39 Fire Protection Plans.

- Ensured both the Emergency Action Plan and the Fire Protection Plan were written and available in the workplace for employee review.
- Managed physical security operating budget (in excess of 3.5 million dollars) and ensured SIGA and each subcontractor under my charge stayed within approved limits.
- Reviewed key performance indicators (KPI's) and took necessary actions to meet contract needs.
- Took ownership for creating a progressive open feedback culture by sharing information with all stakeholders.
- Managed the development and implementation of all physical security policies and procedures, and ensure that all employees were trained appropriately.
- Supported physical and information security risk assessments at SIGA and subcontractor site locations by monitoring existing solutions/systems for compliance with physical and information security policies according to SLA's.
- Acted as direct liaison with local, state and federal law enforcement agencies, and received and acted upon information regarding increased threats and criminal matters.
- Developed and implemented policies and procedures to ensure that CCTV cameras and digital video recordings generated at the facility were appropriately monitored, stored and reviewed as needed.
- Managed the instillation of (Honeywell WIN-Pak2) Access Control System to include the Endura HID access card printing system.
- Managed, updated and provided training for all security policies and related Standard Operating Procedures (SOP's) at SIGA to meet Biomedical Advanced Research and Development Authority (BARDA) government contracting requirements.
- Partnered with appropriate personnel from SIGA's supply chain group and shipping entities to ensure our product reached the "Strategic National Stockpile" (SNS) safely and intact.
- Engaged in regular U.S. travel to assess risk, threats and vulnerabilities and implement appropriate processes to ensure sustainability at subcontractor sites.
- Chaired the safety committee, developed and implemented policies and procedures as necessary to assure the safety of all employees.
- Developed and managed safety training requirements for all employees and ensured each employee was properly trained with a clear understanding of associated policies and their responsibilities.
- Developed and managed an electronic MSDS record keeping system.
- Responded to reported accidents and incidents to evaluate current best practices and recommend changes where necessary.
- Utilize Crime Prevention Through Environmental Design (CPTED) principles to develop security master plans for SIGA and off-site subcontracted manufacturers.
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**Allied Barton Security Services – Irvine, CA.**

**3/2009-7/2010**

**State Street Global Security Operations Manager, Irvine, Ca 2009**

- Supervised day to day security operations of an assigned Client Site.
- Managed team of Security Officers, Site and Shift Supervisors including hiring/selection, scheduling, payroll, training, coaching, development and support.

- Ensured Client Site was provided with high quality security services to protect people and property.
- Built, improved and maintained effective relationships with both client and employees.
- Coordinated necessary support services to effectively manage client site to meet or exceed financial and operational goals and provide quality customer service.

**Amylin Pharmaceuticals Inc. - San Diego, CA.**

**8/2007-1/2009**

**Manager, Corporate Physical Security**

- Managed Physical, Personal and Operational security for various business functions, and ensured global security directives/policies were implemented and complemented by local security instructions.
- Managed development and construction of the Security Operations Center (SOC), in addition to developing all roles, responsibilities, policies and procedures, selection, hiring and training of SOC supervisors and SOC operators.
- Conducted and supported in-depth investigations in areas of Workplace Violence, Information Security related incidents and Stolen Proprietary Information, Property Theft, Property Damage and High risk terminations.
- Identified and assessed potential threats against the company and initiated proactive strategies to protect intellectual properties and physical assets and managed and established investigative priorities in accordance to company policy and initiatives.
- Oversaw the due diligence process, including investigative review of findings, and development of recommendations to company executives as well as support Crisis Management Response Team with Business Continuity planning and Disaster Recovery response efforts.
- Assisted Legal and Human Resources Department(s), briefed local company executives on investigative initiatives and progress, managed physical security initiatives, conducted audits and assessments at all Amylin locations to assess the current security level and risk exposure.
- Managed budgets and contracts for outside security contractors and vendors, planned security for trade shows, conferences and off-site executive meetings, and conducted and ensured security related developmental training and awareness was performed for Amylin employees.
- Coordinated issuance and control of identification access cards on "Software House CCure9000 system, program updates and maintained the database for door control features, parking control, etc. Coordinated installation of security hardware, activities of security guards and took necessary corrective actions and submitted recommendations for security enhancements.

**Guard Management Inc. Amylin Site - San Diego, CA.**

**2006-2007**

**Guard Services Manager**

- Created, implemented and maintained corporate security policies and procedures, and current physical security practices, in compliance with company standards which allowed the department to have clearly defined direction. Developed, improved and maintained collaborative relationships for service provider, contracting security for Amylin including documentation, access control and surveillance, and hard key/lock services.

**City Law Enforcement – San Diego, CA**

**11.5 years**

**Police Officer/FTO**

- Provided detailed report writing and field training for officers and all other required functions/responsibilities of a full time sworn police officer.

**EDUCATION**

**MA** - Organizational Management University of Phoenix – San Diego Campus

**BA** - Radio TV Broadcasting Communications – CSU Northridge

**TRAINING/CERTIFICATIONS**

Current First Aid/CPR & AED/California Guard Card

ADVANCED POST RE-Certification – Aug 06-Aug 09 (Re-Cert Eligible)

Hazardous Waste Operations Emergency Response 24 hr. Certificate

CCTV/IP Video Expertise

Current California Guard Card – EXP. 3/2017

USMCR – (6 years) Honorable Discharge