



# GOODWOOD

## The Role

The **Head of Group Security** will have overall responsibility for the Security team and report to the Health, Safety and Security General Manager.

## About us

At Goodwood, we celebrate our 300 year history as a quintessentially English Estate, in modern and authentic ways delivering extraordinary and engaging experiences. Our setting, 12,000 acres of West Sussex countryside and our story both play significant roles in Goodwood's success. What really sets us apart is our people. It is their passion, enthusiasm and belief in the many things we do that makes us the unique, luxury brand we are.

## Passionate People

It takes a certain sort of person to flourish in such a fast-paced, multi-dimensional environment like Goodwood. We look for talented, self-motivated and enthusiastic individuals who will be able to share our passion for providing the **“world's leading luxury experience.”**

## Our Values

### The Real Thing

We employ meticulous attention to detail to create experiences, as they should be. We are honest and open.

### Daring Do

We don't mind breaking the rules to create the best possible experiences. We will take tough decisions

### Obsession for Perfection

It's a team thing – everybody mucks in to make things happen. We're madly passionate about what we do

### Sheer Love of Life

We want to make everyone feel special by loving what we do.

## Purpose of the role

Responsible for the strategic direction and planning of all Security to safeguard the Goodwood Estate, its assets, the Family, its 650 employees, contractors, and annual visitors. His/her Supervisors will oversee the day-to-day operations and manage their teams, giving this role the ability to work both tactically and strategically.

## Key responsibilities

- Working strategically with the Goodwood leadership team and non-Executive Directors, providing suitable, efficient and first-class security arrangements for
  - The Family, their activities, Goodwood House and any other associated properties
  - The Estate's 365 business, all events, including the major events, 650 employees, and all contractors and visitors,
- Use strategic knowledge and experience to work closely with the business managers to ensure appropriate levels of Security at the right levels are provided across this diverse organisation
- Shape and influence a programme of cultural change in security throughout the entire organisation

- Work closely with the Head of IT to assist in safeguarding intellectual property and computer systems
- Develop and implement policies and procedures regarding areas such as business continuity planning, crisis management, counter terrorism, loss prevention and fraud prevention, and privacy; carry out live testing and training
- Develop and implement relevant Estate-wide Security education and awareness training programmes
- Investigate security breaches supported by the Security Supervisors – review and track with a view to continual improvements
- Ensure the team and the wider Estate staff have the appropriate vetting
- Be aware and keep updated of new developments in the Security industry and ensure Goodwood is providing a Security team that meets the requirements of the business; identify, share and implement best practice
- Be constantly aware of changing local, national and international perceived threats, and be able to respond accordingly
- Be an ambassador for Goodwood in liaising with the relevant local and national authorities/working groups and associations to ensure Goodwood is kept well informed by the industry and also have a proactive role in advising appropriate industry guidance
- Be available on call in the event of an emergency on the Estate

Normal working hours will be Monday-Friday 8am-5pm although due to the nature of the work you will be required to work outside of these hours at times.

A DBS check will be required for this role.

#### Qualities you will possess

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| <ul style="list-style-type: none"> <li>• Passion for what you do</li> <li>• Positive and friendly with a “can do attitude”</li> <li>• Attention to detail</li> <li>• Ability to prioritise and organise</li> <li>• Ability to lead and motivate a small team</li> <li>• Proactive and flexible</li> </ul> | <ul style="list-style-type: none"> <li>• Tactful, discreet, confidential</li> <li>• Take responsibility for yourself and shift</li> <li>• Confident to make decisions and to stand by them</li> <li>• Good negotiation and influencing skills</li> <li>• Excellent communicator</li> <li>• A sense of fun!</li> </ul> |
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#### What do you need to be successful?

- Substantial experience in a strategic security management role
- Operational security experience including events
- Experience and ability to influence and achieve positive change at Board level and shaping the security priorities within an organisation
- Ability to work across a complex and diverse matrix organisation with a variety of different stakeholders with different, sometimes conflicting needs
- Experience of delivering cultural change and an improved security presence throughout an organisation
- Experience of physical security / security infrastructure design
- Experience of developing, implementing and establishing new security procedures
- Experience of leading and developing a large team with ability to identify and nurture talent
- Ability to, and experience of, monitoring and analysing performance and driving continuous improvement
- Excellent links to agencies and authorities
- Experience of working/leading on security initiatives within the wider security industry; strong networks with other lead security professionals within the industry

- Strong knowledge and awareness of the security industry with experience working/leading on security initiatives
- Highly desirable - a recognised qualification in Security Management and/or Management/Leadership
- Desirable - a working knowledge of fire and intruder alarm systems and CCTV operations
- A good working knowledge of Microsoft Excel, Word, Powerpoint and able to input, search and maintain databases
- Possess a DBS check or be willing to have a DBS check and other in-house vetting checks
- Valid driving license is essential

Each role is assigned a level against our expected behaviour. Your role levels are set out below.

<b>BEHAVIOUR</b>	<b>LEVEL</b>
Think Customer	4
Communication & Trust	4
Taking Personal Responsibility	4
Encouraging Excellence & Commercial Success	3
Working Together	3