



Job title: Senior Manager, Enterprise Integrated Security
Job ID: 20260078
Location: Greater Vancouver
Full/Part Time: Full-Time
Regular/Temporary: Regular

Marketing Statement

A career at TransLink and our family of companies means working with people with a wide range of skills and perspectives, all teaming up towards a common goal: preserving and enhancing the region's world-envied quality of life. Together, we connect the region and enhance its livability by providing a sustainable transit and transportation network, embraced by our communities and people.

At TransLink we are dedicated to building a workforce that reflects the diversity of the communities in which we live. We're committed to fostering an inclusive, equitable and accessible workplace, recognizing the unique value and skills every individual brings.

Looking for a great place to work where your contributions are valued and you can make a difference in a vibrant city? At TransLink, one of BC's Top Employers, you'll help make Metro Vancouver a better place to live, built on transportation excellence. Put your future in motion!

Responsibilities

PRIMARY PURPOSE

This is a pivotal role responsible for driving and facilitating security alignment throughout the Enterprise. This position serves as a liaison between Operating Companies to ensure a culture of security and safety and supports the enterprise emergency management structure to safeguard the lives and property of our employees, customers and the public during and after emergencies or disasters. This position collaborates with the TransLink Director and key stakeholders to develop and support consolidated, integrated security strategies, plans, systems and initiatives across the Enterprise in partnership with BCRTC, CMBC, MVTP and contracted transit and other services. Ensures consistent application of security and safety best practices, enterprise security and emergency response strategies, management policies, programs and procedures, compliance with applicable legislation, and ongoing sustainment.

KEY ACCOUNTABILITIES



Supports and facilitates the enterprise Integrated Services Security Committee and associated working groups, ensuring alignment and collaboration among Operating Companies. Works closely with Operating Company security, risk, and other personnel. Engages external organizations and stakeholders to support the delivery of a safe, secure and resilient transportation system.

Provides guidance and recommendations for enterprise integrated security in and around TransLink infrastructure and operations, influencing security planning related to CPTED for infrastructure and projects, public mass gathering events, facility threats and vulnerabilities, enterprise physical security, response strategies and development of applicable integrated security plans. This role does not have direct operational responsibility for these elements but helps ensure alignment and best practices.

Develops enterprise security policies, standards and processes with input from the Operating Companies, ensuring compliance with legal requirements and applying best practice standards. Leads research on emerging trends, best practices and changing legislation to determine their application to the enterprise as it pertains to security.

Supports the Operating Companies in developing integrated security plans, policies, procedures, and systems for the protection of the public, customers, and employees. Influences Operating Companies' adoption of enterprise security mitigating measures and recommendations by facilitating alignment, sharing best practices, and supporting implementation efforts.

Performs duties in a highly confidential manner based on access to sensitive information regarding internal enterprise and Operating Company matters pertaining to decision-making process on security issues, potential and current litigation, and other items and/or liability concerns. Can directly brief the Director, Safety, Environment and Emergency Management at any time regarding safety or security hazards, concerns, and activities.

Develops strategic, influential relationships with senior leaders across the enterprise to provide consistent security and safety strategies, programs, plans and systems.

Builds collaborative relationships with Operating Company security teams, facilitates working groups, communicates and interacts with internal stakeholders to develop and align enterprise security strategies, and external stakeholders to ensure appropriate levels of engagement, ensure regulatory compliance, and alignment with best practices.



Supports the alignment of enterprise security programs, standards, procedures and policies, provides expertise and conducts security risk, threat and vulnerability assessments, researches trends and stays current with emerging risks and means to combat security threats, and develops strategies that support the enterprise and Operating Companies and Divisions in delivering integrated security programs. Will lead an enterprise team in development and implementation of an aligned enterprise threat management framework and associated programs as required.

Works closely with Operating Companies and BTS IT security to support alignment of planning; development, coordination and facilitation of training and exercises; response; recovery; creating and implementing after action/corrective action plans; and policies and programs.

Provides senior leadership support, guidance and implementation of communication processes associated with enterprise integrated security, enterprise emergency debriefs, incident investigations, analyses, findings, and recommendations as they relate to enterprise integrated security and safety to ensure appropriate investigation and corrective enterprise actions are undertaken. This role does not supersede the jurisdictional authority of MVTP or CMBC Security; works closely with each agency/stakeholder group and in support when required.

Leads designated projects and large-scope initiatives to enhance enterprise integrated security and safety. Supports delivery of projects that enhance the perception of safety and security of customers, public and employees.

Under the guidance of TransLink Director, acts as project lead on enterprise-wide integrated security initiatives involving all stages from developing the business case and establishing project scope, to planning, scheduling, budgeting, reporting, and leading the team effort and contractors to achieve timely, cost-effective deliverables.

Identifies, collects, and reports on security metrics and Key Performance Indicators (KPIs); works with the Operating Companies to analyze trends and determine corrective actions for security incidents and root causes to identify areas for enterprise process improvement/development, intervention strategies that enhance security awareness, and reduces incidents. Supports the Director in the compilation of TransLink and enterprise security KPIs and in development of consolidated enterprise security reporting and presentations to the TransLink Executive, Board of Directors and Board Committees.

Conducts, reviews and facilitates enterprise security audits, validates documentation for enterprise safety/security inspections/audits of the work environment, employee activities, and the transit system in general to detect existing or potential security and safety problems. Working together with the Operating Companies, formulates and ensures enterprise compliance with safety and security policies and regulations, co-operatively assists Operating Companies in



identifying solutions and ensuring corrective action is implemented. Manages all internal and external enterprise compliance audits and tracks observations to closure.

Participates in enterprise-wide coordinated response efforts in emergencies, disasters, labour disruptions, cyberattacks, terrorist incidents, or other threats. May be required to act in a leadership role or take on a key role in the Enterprise Coordination Centre in these events. Will support response and recovery activities outside of normal working hours as required.

Oversees contractors, consultants, and temporary staff as required, providing guidance on hiring, training, development, coaching, performance management and all aspects of people management practices. Assists the Director in the preparation of the department budget.

Qualifications

EDUCATION AND EXPERIENCE

The requirements for this job are typically acquired through a degree in a security-related discipline, and a minimum 8 years of related experience in progressively responsible positions in a jurisdictional police or industrial security environment, involving delivery of security services for persons and property. Have, or be eligible to acquire, a Certified Protection Professional and/or similar recognized credential, and emergency management certification.

OTHER REQUIREMENTS

Advanced knowledge of security and emergency management regulations, protocols, procedures and concepts, principles, practices and techniques pertaining to security, safety, and emergency management.

Proficiency in standard office software, including word processing, spreadsheets, presentations, and web-based systems.

Solid knowledge of the functions and structures of the enterprise operating companies and subsidiaries will be considered beneficial but is not essential.

Advanced knowledge of public transportation modes, infrastructure and operating systems is preferred but is not essential.



Experienced in operational security, emergency management and/or public safety environment, including an advanced knowledge of CPTED, security risk and threat assessments and analysis, security monitoring, etc.

Strong communication and interpersonal skills to be able to propagate a culture of security and liaise with leaders and staff across the enterprise and external stakeholders.

Solid leadership skills to manage a team of staff or contractors, engage stakeholders, and to lead projects and initiatives.

Solid problem-solving skills with advanced analytical skills to identify innovative approaches, recommend solutions to mitigate risks, and excellent prioritizing, organizing and time management skills.

Ability to obtain an Enhanced Reliability Security clearance.

Other Information

Recruitment Process: An applicant will be required to demonstrate their suitability for this position by meeting the minimum level of qualifications and experience in order to be invited into the selection process. A standard interview format will be used including general, scenario and behavioural descriptive interview questions.

Work Schedule

37.5 hours per week.

Work Designation

Hybrid

This position offers the flexibility of working both on-site and remotely within B.C.



Rate of Pay

The salary for this position ranges from \$117,600 - \$176,400 per annum. Actual salary offered will be based on education, experience, skills, and qualifications as they relate to the role.

We aim to provide competitive pay that reflects your professional background and expertise. We want to ensure our offer will align with your strengths considering experience, skills, and internal equity to offer a fair and equitable salary. The Total Compensation Package, which includes Extended Health, Dental, Transit Pass and enrollment in the Public Service Pension Plan as well as other employment offerings will be discussed in detail as your application progresses.

How to Apply

Please click the 'Apply' button at the top right corner of the page or go to <http://www.translink.ca/careers> to apply for this position and view instructions on the process.

INSTRUCTIONS: Please save your (1) cover letter, and your (2) resume as one pdf document prior to uploading your application on-line.

Closing Date: Open until filled

Please note that only those short listed will be contacted.

Having trouble applying? Please view the System Requirements & FAQ's by going to <http://www.translink.ca/careers>.

Equal Employment Opportunity

TransLink is committed to employment equity and building a diverse workforce, representative of the customers we serve and the many communities in the Metro Vancouver region. We welcome and encourage Indigenous applicants, people of colour, all genders, 2SLGBTQ+ and persons with disabilities to apply. Learn more about TransLink's commitment to equity, diversity and inclusion.

Accommodations are available on request for candidates taking part in all aspects of the selection process. For a confidential inquiry, simply email us at jobs@translink.ca.