

PRIVATE SECURITY PROFESSION MAP 1.0

2025

SECURITY



SKILLS BOARD



Contents

Introduction to the profession map.....3

Industry research and business case for change.....3

What is profession map 1.0?.....4

Benefits to individuals, employers, the public & community safety.....4

Capabilities and how they can be used effectively.....5

Private security profession map.....7

Purpose, values and behaviours.....7

Capability bands.....8

Core Capabilities.....9

Risk & Incident response.....9

Security principles & practice.....10

Rights & Responsibilities.....11

Technology.....11

Professional Development.....12

People Skills & Practice.....13

Communication.....14

Enabling Change.....15

Commercial understanding.....15

Sector Capabilities.....16

Career guide.....19

1. Private security career framework.....19

Getting into the industry.....20

Assessing learning needs.....21

2. Career Compass.....22

Career Moves.....23

Self-assessment.....24

Make a Pledge.....25

Develop a career plan.....26

Take Action.....27

Self-reflection.....28

Summary.....29

Introduction to the profession map

Industry research and business case for change

Research conducted by the SIA/Perpetuity in 2019/2020 suggested that the industry lacked a universal way to understand training, learning and CPD needs and what relevant quality learning opportunities are currently offered by existing associations, professional bodies, colleges, universities, and training providers.

Without a way to understand what training and CPD is relevant and essential for good performance at work, or to help achieve personal growth, it can be hard for industry professionals to know how to develop or move between and across industry roles. This impacts industry recruitment and retention.

There are challenges in accessing learning and CPD and in knowing what may be relevant, or good quality training and CPD. If skills and training needs are not adequately being addressed, this means the industry, public and community safety may also be compromised by a lack of skills development and personal growth.

In 2022 the SIA in conjunction with the Security Skills Board started thinking together about what tools the industry might need and benefit from and decided to address this. They brought together an industry project working group to start developing a profession map. In 2023 the SIA commissioned some further research which was conducted by research organisation IFF to understand more about how a profession map could be developed. They worked with industry stakeholders, the Security Skills Board and the industry working group to develop it. Capabilities have been mapped against both the SIA licence linked training at Front-Line Officer level with the Level 2 Professional Security Operative (PSO) Apprenticeship.

The recent Security Skills Board industry skills survey highlighted that the industry wanted and needed some methods of navigating and achieving career progression. It became clear that further information and guidance would be required to support career planning for industry professionals and for those who would like to join the industry. The UK private security industry now has a profession map which is an important initial step towards achieving these goals.



What is profession map 1.0?

The profession map is a tool which can be used in a variety of ways to navigate your career and continuous professional development needs.

It contains two elements:

- A map containing a set of key capabilities and career compass which can be used to develop and navigate next career steps.
- Capabilities which are required at each level to achieve a good level of performance in a UK private security role.

Version 2.0 of the map will be digital and feature quality assured capability-based training and CPD and accessible through the forthcoming National Skills Academy for Private Security website. It will link map capabilities to industry quality assured and Academy approved post-SIA licence-linked training and CPD. This will mean that industry professionals will be able to identify which capabilities to develop at a current level or role and then be able to access and plan what continuous professional development might be required to facilitate a potential career move to a different role, regardless of the employer and private security sector they are working for.

Benefits to individuals, employers, the public and community safety

Everyone across UK private security can benefit from using the profession map. The map helps and supports individual professionals, supervisors and managers, employers, and the industry. Developing capabilities builds employee engagement and supports both individual and organisational growth and enhances public protection and community safety.

Industry Professionals

Defines good practice.
Establishes learning needs and opportunities to develop capabilities.
Aids growth & career progression.

Supervisors & Managers

Supports performance & talent management.
Identifies individual & team development needs for growth

Employers

Aids good practice, performance & talent management practice.
Improves retention.
Identifies learning for contractual / customer requirements.

Public Protection & Community Safety

Enhanced skill.
Increases levels of professionalism & organisational growth.
Increases public confidence in private security services

Capabilities and how they can be used effectively

Capabilities set out what work is to be done and how it is to be carried out to be competitive.

*The profession map goes a step further and defines **industry level capabilities** which define a good standard of work performance across sectors to enhance public protection and help to raise standards of industry professional good practice.*

They are **aspirational** and represent a standard of security practice which is needed to protect the public, property, places, and the community.

Profession Map capabilities are **general** and have been designed so they can be used alongside existing security employer competency, or career development frameworks.

Capabilities are useful to security professionals in the following ways:

- Map capability indicators define what good practice looks like when delivered to clients and customers.
- These indicators detail what capabilities might look like and HOW they should be demonstrated at work through behaviours.
- This provides clarity so that a professionals can see what they might need to do to develop further in a current role and establish development needs they may have.
- Capability indicators also help professionals to visually see where they are in relation to a future career role and give them the ability to navigate next steps with their career development with the support of a supervisor, or line manager.
- Indicators also help those who are working in other areas outside of the industry and highlight what skills would be transferable to private security work and roles.

Capabilities

A **capability** is a group of critical knowledge, skills, values and behaviours that are needed by an organisation for it to achieve **future success**.

VS

Competencies

This differs to **competencies** which are specific to job roles that develop on-the-job, or **occupational competence**.

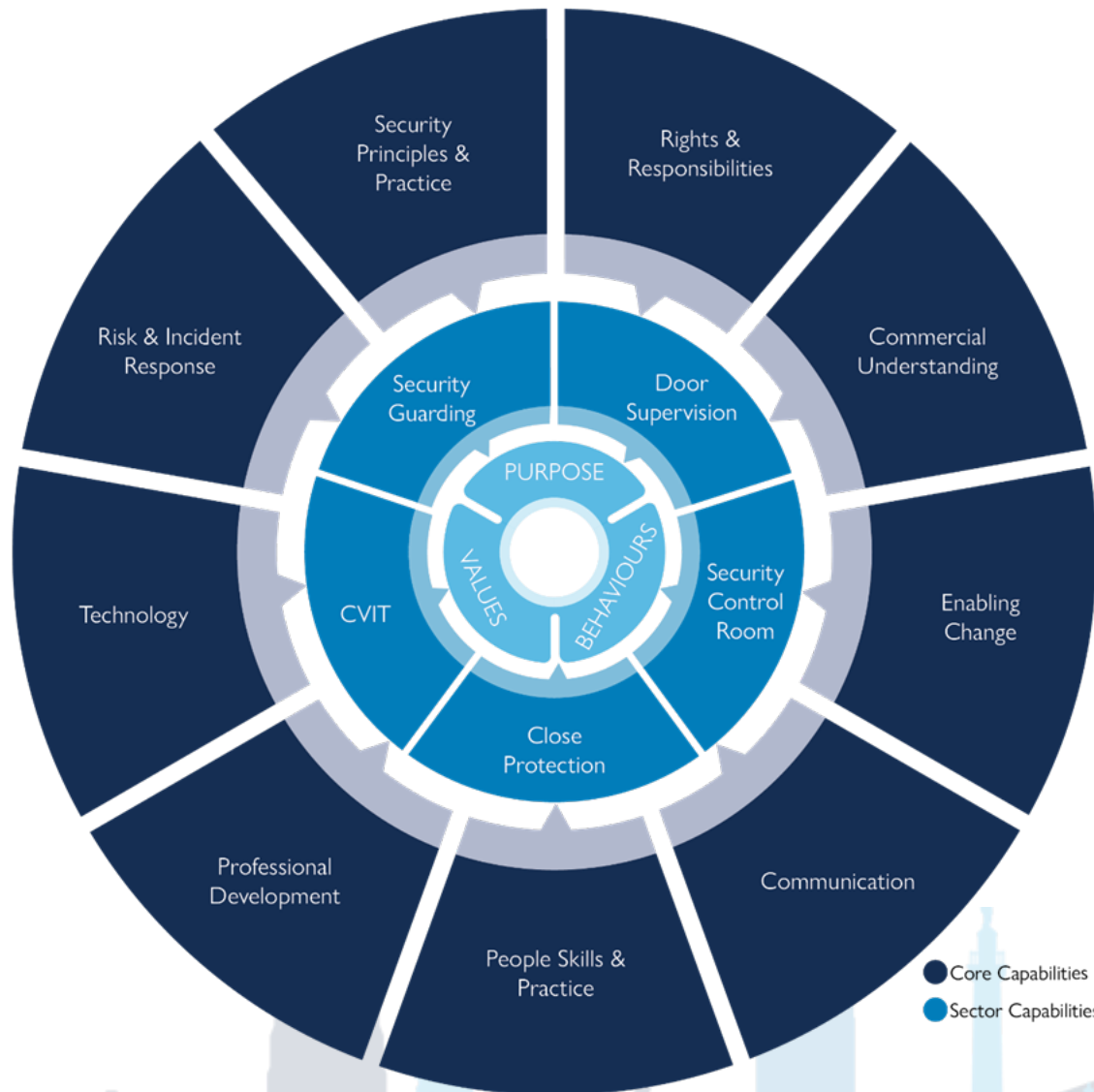
Supervisors, Managers, and leaders will find this useful:

- The map enables them to understand what good, future focused, good practice looks like delivered to clients and customers.
- It can be used together with their own frameworks, if they have them.
- It provides a tool to help identify skills and professional development needs for themselves and for security professionals and teams to manage performance.
- Provides clarity in terms of the key capabilities required to provide CPD and support career development.
- It can be used as a key recruitment tool and a retention driver for private security employers.
- The map enhances and supports good practice, leading to improved levels of customer and client satisfaction.

PROFESSION MAP



Private security profession map



Purpose, values and behaviours

Purpose

- Effective Security
- Community-based
- Customer-focused

Values

- Reliability – A trusted security professional.
- Flexibility and adaptable – Responsive to the security needs of customers and the public.
- Perceptive and Compassionate – Aware and supportive.
- People Focused - Considers other's needs.
- Forward looking – Anticipates requirements.

Behaviours

- Resilience – Able to cope and manage through adversity.
- Open to learning – Engages in continual professional development for growth.
- Integrity and professionalism – Act professionally, consistently.
- Team Player – Works with others to deliver a professional security service.
- Inclusive – Respectful of everyone.
- Aware and present – Focused and alert.

Capability bands

There are five capability bands within the profession map which explain the pathway from front-Line operative through to director/owner/ CEO level. Each band includes a set of factors which describe the nature of the role, professional activity, breadth scope of the role responsibilities.

	Band 1	Band 2	Band 3	Band 4	Band 5
Job Roles	Front-Line Operatives/ Professionals	Security Supervisors/ Team Leaders or First Line Managers	Duty or Site Manager	Area or Operations Manager	Director, Company Owner or CEO
Nature of the work and role	A frontline security officer provides customer service, supports and provides guidance to the public. They guard people, property and places to reduce risk and protect against damage, theft, or injury.	A security supervisor / team leader oversees frontline security officers, provides support, manages teams, and ensures a high level of service to clients, customers and the public.	A duty / site manager is responsible for the provision and smooth running of security services at a specific location. They oversee the security strategy, direct teams, develop and implement procedures, and lead on client and customer service.	An area manager develops and implements security policies, protocols, and procedures across multiple sites, controls budgets for security operations and monitors expenses. They recruit, train and supervises security officers and site managers.	Responsible for all security protocols and provisions and leads the delivery of security strategies.
Professional Activities	Customer focused. Awareness of security risks and threats	Supervision and management of front- line teams	Site and duty management of site security and customer needs	Muti-site leadership of security operations and develops others	Sets the strategy, leads the organisation, and delivers results.
Role Breadth & Scope	Responsible for security of self, customers including the public.	Responsible for self and for others in a team. Supervises and manages the safety and wellbeing of security teams.	Self, others and the needs of teams and customers.	Self, leads, develops others and teams and customer contracts	Self, others and leads the organisation

Core Capabilities

Each capability area has a set of indicators which set out what good practice looks like delivered.

Risk & Incident response

Band 1	Band 2	Band 3	Band 4	Band 5
Is present and aware. Creates a sense of assurance to clients and customers.	Manages situations safely and effectively.	Ensures attention to detail when working under pressure.	Reviews security risk assessments and implements effective policies and procedures across multiple sites.	Holds overarching responsibility for risk assessment and responses.
Monitors, patrols and is watchful in the environment. Takes action to avoid potential issues before they become a problem.	Ensures staff compliance with policies and procedures in response to incidents.	Works safely and effectively in compliance with on-site procedures and industry standards.	Monitors skills and abilities of security professionals in different roles and situations, including ability to negate threats.	Manages communication, PR, and media responses during crisis events.
Acts quickly to de-escalate difficult situations, knowing when to request support.	Identifies and escalates risks & assesses effectiveness of on-site procedures.	Undertakes/carries out complex risk planning for a whole site or security area.	Oversees advice, guidance and provides leadership in crisis situations to multiple teams of security professionals.	Responsible for legal matters, reporting and investigation of events considering public interest. Responsible for asset protection and promotion of best practice.

Security principles & practice

Band 1	Band 2	Band 3	Band 4	Band 5
Demonstrates knowledge of procedures and follows these with good attention to detail.	Assesses the effectiveness of the security function and promotes compliance with on-site procedures. Ensures safe service delivery in compliance with industry compliance standards.	Assesses and upholds standards and procedures across the site.	Demonstrates the ability to coordinate activities across multiple sites. Manages and monitors budgets. Implements new and revised policies in response to changing client, contractual and legal requirements.	Implements effective strategies in the management of security contracts to meet business objectives and company vision and mission. Negotiates and manages contracts.
Understands security basics including potential threats and how to keep people safe and calm. Understands how to reduce the risk of injury to self and others.	Demonstrates ability to minimise risks to security by monitoring and reporting potential vulnerabilities, or threats.	Understands threat and vulnerability management. Demonstrates knowledge of security risks and threats, mitigations, and the role of the team when implementing a security strategy.	Provides advice, guidance, and leadership in crisis situations to multiple levels of security professionals. Oversees the management of security resources across multiple sites.	Leads and manages security operations across multiple sites and/or contracts. Leads workplace safety practices.
Professional and presentable, wearing ID, representing the company and customers at work. Approachable and demonstrates a positive attitude.	Promotes and represents company and industry positively through own appearance and behaviour.	Ensures that company dress code and equipment is provided in line with organisational procedures for the staff and is well maintained.	Devises and adopts practices that ensure staff compliance with adopted policies.	Is an influential and credible role model to promote the professionalism of the industry.

Rights & Responsibilities

Band 1	Band 2	Band 3	Band 4	Band 5
Understands responsibilities towards customers, clients, and the public.	Monitors and promotes a culture of compliance with legislation.	Creates a culture of compliance and manages results.	Plans for future needs of clients' contracts using innovative solutions to present to clients. Manages compliance across multi-site operations.	Responsible for the compliance, health & safety of security professionals and client assets.
Demonstrates awareness of relevant laws and legislation.	Understands relevant laws and ensures the team meets all legal requirements.	Understands of relevant laws and ensures the site meets all legal requirements.	Ensures multiple sites comply with legal regulations, legislation and policies.	Leads compliance with relevant laws and regulations and ensures security strategies operate within these.

Technology

Band 1	Band 2	Band 3	Band 4	Band 5
Understands responsibilities towards customers, clients, and the public.	Monitors and promotes a culture of compliance with legislation.	Creates a culture of compliance and manages results.	Plans for future needs of clients' contracts using innovative solutions to present to clients. Manages compliance across multi-site operations.	Responsible for the compliance, health & safety of security professionals and client assets.
Demonstrates awareness of relevant laws and legislation.	Understands relevant laws and ensures the team meets all legal requirements.	Understands of relevant laws and ensures the site meets all legal requirements.	Ensures multiple sites comply with legal regulations, legislation and policies.	Leads compliance with relevant laws and regulations and ensures security strategies operate within these.

Professional Development

Band 1	Band 2	Band 3	Band 4	Band 5
Demonstrates understanding of the value of developing skills & professional development.	Demonstrates a commitment to personal and team learning and Continual Professional Development (CPD).	Demonstrates a commitment to training and continued professional development for those across a site.	Enables own and others' continuous professional development. Supports and champions a culture of learning and personal growth. Coaches and mentors site teams when required.	Appreciates the impact of professional development on individual and organisational growth, public protection and community safety. Creates a culture of learning, career, and professional development.
Takes responsibility for own personal and professional development.	Identifies own and team's learning needs and maintains own Continual Professional Development (CPD).	Identifies and maintains own Continual Professional Development (CPD). Responsible for continually developing teams and own skills and knowledge.	Identifies and maintains own Continual Professional Development (CPD). Identifies operational development opportunities and sources appropriate learning intervention where required.	Demonstrates a strong commitment to own and organisation wide learning and growth.
Complies with legal requirements associated with licensing and qualifications.	Develop self and the team. Coaches and develops others.	Manages training and career development opportunities.	Monitors and reviews, Continued Professional Development (CPD) and career development opportunities.	Plans for succession and career progression.

People Skills & Practice

Band 1	Band 2	Band 3	Band 4	Band 5
Takes responsibility for own area of work and responds quickly. A good team player who works well individually and with others to deliver good service to the client and public.	Supervises and manage team performance. Demonstrates and encourages professionalism. Coaches and motivates to ensure good performance and engagement.	Plans and schedules effectively to support & promote effective service delivery. Organises and motivates the team to support good engagement and performance.	Monitors performance and service issues effectively and identifies areas for improvement. Collates and reviews client feedback to help support good engagement and performance.	Leads people practices to deliver the best outcomes for teams, the client, and organisation.
Understands own safety and wellbeing requirements. Ensures the client and public feel safe and reassured in the environment.	Ensures confidentiality, client, and team safety. Ensures a duty of care and monitors teams wellbeing. Collaborates with other teams and external agencies to support teams when required.	Ensures the site team is supported, co-ordinates and provides strategic direction. Works with clients and site supervisors to provides appropriate support.	Leads and promotes the best course of action to support team wellbeing and client needs. Analyses the effectiveness of people practice, policies and procedures relating to wellbeing needs.	Responsible for security professionals in terms of their health, safety and wellbeing and provides strategic direction. Works with clients and stakeholders to ensure overall safety and wellbeing.
Completes induction training requirements effectively.	Promotes fair and compliant policies and practices for recruitment and induction of all new staff. Provide support and guidance regarding site policies and procedures during induction.	Ensures effective recruitment of new team members and appreciates how this effects recruitment and retention.	Identifies and mentors team members when required. Ensures recruitment, pay and reward procedures and policies comply with UK employment law requirements.	Ensures the organisation adopts compliant, fair, and reasonable recruitment, pay and reward strategies and how these improve retention.
Respects others.	Promotes and encourages equality, diversity, and a sense of belonging in the team. Supports any reasonable adjustments required for team members.	Champions equality, diversity and belonging to create a culture of inclusion. Promotes inclusion across sites and manages requirements, policy, and practice. Develops mechanisms for monitoring equality, diversity and inclusion.	Embeds an inclusive culture and actively demonstrates this across the organisation and with clients. Ensures that security and risk reduction strategies are respectful and representative of local communities and their needs.	Leads and champions on Inclusion, equality, diversity and belonging and acts as role model.

Communication

Band 1	Band 2	Band 3	Band 4	Band 5
Listens to customers, clients, colleagues and clarifies understanding. Listens to supervisors and managers and carries out instructions.	Delivers clear briefings and presentations to staff and customers.	Collates, assess, and acts on information. Ensures effective communication with the client, team and across sites. Promotes client's and companies' values and culture in day-to-day activities.	Shows awareness of client needs, motivations and communicates decisions effectively. Communicates client's and the company vision, principles, and values to all staff.	Act as an influential and inspirational leader to promote the professionalism of the industry. Demonstrate compassionate and collaborative leadership.
Demonstrates clear verbal and written English Language skills.	Communicates clearly with customers. Demonstrates good report writing skills.	Demonstrates a high standard of verbal and written communication skills.	Ensures effective cascading of consistent strategic messages, policies and legislation to all teams, clients and stakeholders.	Promotes a culture of clear and concise of communication.
Builds relationships with customers, clients, supervisors, managers, and leaders.	Monitors and promotes the efficiency of all channels of communication.	Analyses and responds proactively to client needs.	Builds and develops positive constructive relationships through a consistent approach. Manages clients' service level agreements and works with stakeholders as part of contract management.	Leads and negotiates with all stakeholders.

Enabling Change

Band 1	Band 2	Band 3	Band 4	Band 5
Delivers the required service as per client specifications.	Demonstrates flexibility to meet customer's needs.	Maximises flexibility to meet client's needs.	Promotes customer satisfaction, collates feedback, and respond proactively.	Promotes a culture of improvement and customer satisfaction.
Notifies how things could work better and suggests improvements to supervisors.	Identifies and supports customers' needs to offer proactive solutions.	Works with clients to identify future needs and proactively offers solutions that would work best for their business. Proactively delivers good practice and service levels.	Proactively plans for future needs and finds innovative developments to present to clients. Identifies best practice across the industry and engaging with technological advances where appropriate	Builds and develops strategic and operational security plans for the company.
Is open to changes suggested by colleagues, leaders, managers, supervisors and carries out these changes when required.	Adopt solutions for continuous improvement. Communicates, implement, and monitors change.	Implements and engages in change management processes. Communicates change through coaching and empowers teams to navigate the change process.	Adopts effective procedures to help ensure policy amendments and changes are effectively communicated.	Leads innovation and change for the benefit of clients, teams and to achieve organisational growth.

Commercial understanding

Band 1	Band 2	Band 3	Band 4	Band 5
Demonstrates understanding of the client's business and working environment.	Understands the nature of the customers business, the workplace environment, and the culture.	Understands business strategy, financials and how site services are delivered as revenue streams. Compiles site business data and statistics and reports to a high standard.	Is an effective link between security teams and clients to ensure delivery of a value-added security service.	Develops and implements effective service delivery strategies to achieve organisational growth.

Sector Capabilities

Sector capabilities reflect the work within the SIA licence sectors:

- Close protection
- CCTV and public surveillance
- Security guarding
- Door supervision
- Vehicle Immobilisation capabilities are currently under development. (Only applicable in Northern Ireland)

Front-line sector capabilities are included here which are outside and additional to the core capabilities.

They do not feature beyond band 2 as higher bands are reflected within the core capabilities and concern supervising, managing people, security operations, contracts, leading and managing people and the organisation.

Close Protection

- Demonstrates understanding of conflict management.
- Understands how to apply and use physical intervention and restraint skills.
- Understands and demonstrates how to plan routes and conduct effective vehicle search and manoeuvres.
- Understands and demonstrates how to carry out emergency first aid if required.
- Understands and demonstrates how to use discretion when working with clients and customers.
- Understands and demonstrates effective baggage handling and foot drills as part of protective security procedures.
- Demonstrates understanding and awareness of behavioural detection.



CCTV

- Demonstrates understanding of access control procedures.
- Understands and demonstrates how to operate CCTV systems and platforms effectively as part of a security unit or area hub.
- Understands and demonstrates how to use body-worn cameras if used as part of normal duties.
- Understands and demonstrates the ability to analyse CCTV data and communicate this when needed.



Security Guarding

- Demonstrates understanding of conflict management.
- Understands and demonstrates how to support customers or service users if under the influence of substances and how this may impact their behaviour.
- Understands and demonstrates how to support customers or services users who may have a visible or hidden disability or who may have additional health needs.
- Understands and demonstrates how to carry out emergency first aid if required.
- Understands and demonstrates how to use an x-ray or scanning equipment.
- Understands and demonstrates how to support vulnerable customers or services users.



Cash and Valuables in Transit

- Demonstrates how to conduct vehicle safety checks, reports issues when needed.
- Complies with safe driving standards and can transport cash and valuable safely.
- Understands and demonstrates how to plan routes effectively and is always vigilant.
- Demonstrates awareness and adherence to across pavement limits and carries out safe loading and unloading of the vehicle.
- Replenishes ATM teller machines effectively.



Door Supervision

- Demonstrates understanding of conflict management.
- Understands how to apply and use physical interventions skills
- Understands and demonstrates how to support customers or service users if under the influence of substances and how this may impact their behaviour.
- Understands and demonstrates how to support customers or services users who may have a visible or hidden disability or who may have additional health needs.
- Understands and demonstrates how to use an x-ray or scanning equipment.
- Understands and demonstrates how to support vulnerable customers or services users.



CAREER GUIDE



Career guide

Welcome to the career guide within the profession map. This section of the profession map is a tool to help you assess where you are now, where you might want to get to and plan the next stages of your career within private security.

The career guide is in two sections as follows:

1. Private security career framework
2. Career compass

1. Private security career framework

The map details the different roles within private security, and these are aligned with map capability bands 1 to 5.

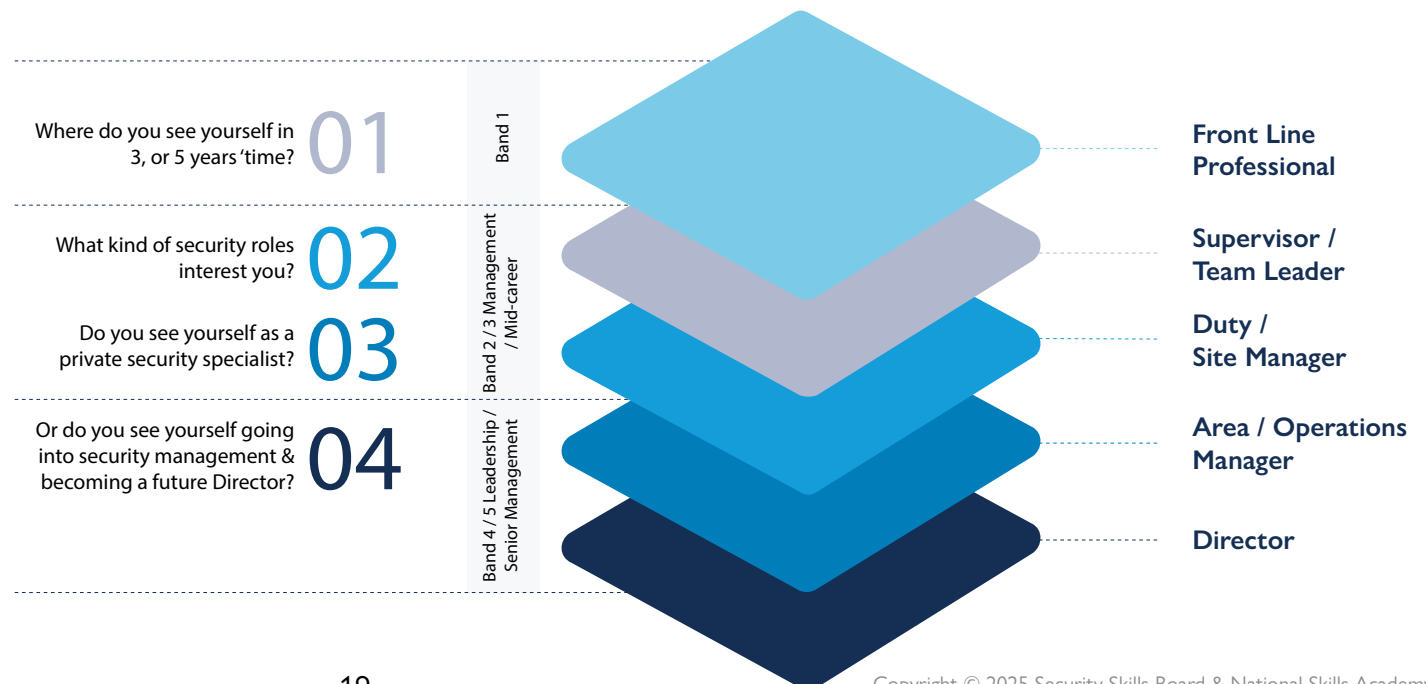
Band 1 – Front-line operative/professional

Band 2 – Security Supervisor/Team Leader or First Line Manager

Band 3 – Duty or Site Manager

Band 4 – Area or Operations Manager

Band 5 – Director/Company Owner or CEO



Getting into the industry

If you are thinking of joining the industry, give some thought to which of your current skills might transfer into private security work. Which are also capabilities at Front Line Professional, Band 1? Here is a list of transferable skills and knowledge which transfer to industry private security roles. See which of these you already have and see how many you can circle. Which of these are also map capabilities at a Supervisor, or Team Leader level (Band 2) or at band 3?

Transferable skills

Listening

Speaking up

Being assertive

Writing reports

Customer service skills

Being present and alert

Responding to queries

Diplomacy

Collaborative

Public facing

Advocacy

Supportive

Compassionate

Expressive

Supervising others

Co-operating with others

Being team player

Empathy for others

Flexibility

Supporting others

Coaching others

Influences

Delegates

Supportive

Inclusive

Solving problems

Making decisions

Analysing situations

Asking for feedback

Results focused.

Insightful

Innovative

Logical

Investigative

Builds connections

Approachable

Managing conflict

Accuracy

Attention to detail.

Presentation skills

Data focused.

Self-motivated

Planning skills

Managing time

Assessing learning needs

You can use this career framework to identify any learning needs to enable you to be a capable professional in your current role. To do this:

- First find your current band, (E.G Front-Line Professional, Band 1)
- Look at the 9 capability areas at your current band within the map and use the sector capabilities to help you.
- What does being capable in the role look and feel like when demonstrated at this level?
- Ask yourself if you are already demonstrating these capabilities at on a regular, consistent basis.
- Sometimes asking for feedback from colleagues, clients or from your Line Manager can help here.

It can take some people between 3 and 6 months to become fully confident and capable; meaning they are performing well in a role.

If you feel there are some capabilities which require some further training or support to develop, what ways can you think of to support your learning and how can your Supervisor or Line Manager help you with this? Which capabilities are strengths for you?

Shadowing a colleague can be a great way to learn on-the-job. Learning isn't always about completing formal learning such as attending a training course. Always discuss and agree your learning needs with your Supervisor, Team Leader, or Duty Manager depending on who supports you.

E.G What would help you to develop your communication skills at Front-line band 1?

Look at the purpose, values, and behaviours in the map. What values and behaviours are important and essential in your current role and band?

*Being a capable professional is about understanding **what** must be done in the role (capabilities) and **how** that work is delivered (value driven behaviours)*

The next section in the guide will help you to plan your next career steps and understand what actions are required to help you get there.

2 Career Compass

The career compass is a tool to help you understand what your potential next career moves might be, what the capabilities might be at that band and what support you might need along the way to help you achieve your goals. The career compass can be used to assess what gaps exist between your current and future capability levels and bands and what this might mean for your own learning and professional development.

The compass will help you understand what your overall destination might look like for you in your career journey and includes questions to help you assess and plan what steps and actions you might need to think about and complete. Taking responsibility for your learning and career progression can help you be clear about where you want to be and can be key factor in helping you get there.



Self-assessment

- Where are you now?
- What skills and Knowledge and capabilities transfer to private security work and roles?
- What gaps exist between where you are now and where you want to be

Make a pledge

- How committed are you to your own continued professional Development?
- Make a Skills Pledge to continue your learning journey and develop your skills.
- What support do you need from your supervisor, or manager?
- What CPD to develop current band capabilities would be useful now and how will you make that happen?

Develop a career plan

- What steps do you need to take?
- How will you know when you are demonstrating capabilities at that level?
- Who can assist you with your plan?

Take action

- What is your first step?
- How will you measure progress and success?
- How can your supervisor, or manager support you?

Self-reflection

- What have you learned from this journey?
- What are your learning needs now at this capability level?
- What can you do to celebrate success?



Career Moves

Ideally, have a career move destination and goal in mind before starting to use the career compass. Where do you see yourself in 3 or 5 year's time?

Career moves can either be upwards to a higher-level role, lateral or sideways.

Lateral moves may enable you to gain valuable experience in different settings such as the NHS, corporate, or retail security & allow you to develop additional capabilities to grow your professional knowledge or skills.

Moves can be across different contracts, working for different clients within the field you are working in, such as security guarding.

Gaining experience in variety of settings & developing additional capabilities could be helpful if you desire a future higher-level role.

Having a plan & being clear on where you see yourself can be key to achieving career progression.



Self-assessment

Where are you now? What band are you at and what role do you do now?

What does this involve? (Look the band core capabilities and sector capabilities for reference)

What are you good at and what strengths do you have?

What behaviours are essential to be capable in your destination role? (you may want to look at the map behaviours for reference)

What skills, knowledge and capabilities are needed for my future destination role?

What gaps exist between where you are now (current role/band) and where you want to be (destination role/band)?

Which capability areas require further development?



Make a Pledge

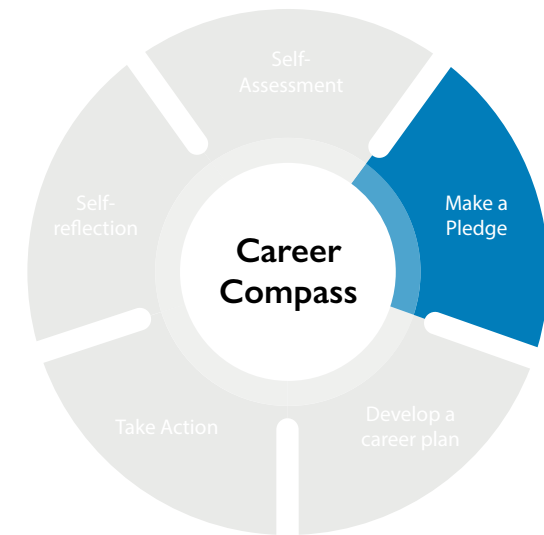
How committed are you to your own continued professional development (CPD)?

How can you make a Skills Pledge to continue your learning journey to develop capabilities that you might need now and in the future for your destination role?

What support do you need from your colleagues, supervisor, Team Leader or Duty Manager, Director?

What CPD or learning activities would be useful now and in the future to develop capabilities for your destination role? What is needed here and how will you make that happen?

How will you stay motivated to achieve your learning goals?



The Security Skills Board pledge

The Security Skills Board set out their pledge to support skills development for the private security industry and how employers and managers could also do the same for their employees.

What will your pledge be?

Our charter is simple; develop the private security industry to be the profession of choice by offering clear career pathways and progression opportunities.

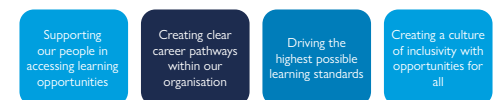
We will ensure that professional development is supported by a comprehensive, accessible and consistent framework of learning throughout the industry. Employers will strive to create an industry wide culture that empowers security professionals to reach their full potential and make a real impact on an industry known for high standards.

Our charter goals:



THE SKILLS PLEDGE

We will deliver the standards set out in the Security Skills Board Charter by:



Develop a career plan

What steps do you need to take?

How will you know when you are starting to demonstrate capabilities at a higher level/ band?

Who can assist you with your career goals?



Take Action

What is your first step?

How will you measure progress and success?

How can your Supervisor, Line Manager support you?

How might you find out about lateral moves across to different security settings at the same band? E.G from retail to event security?



Which of these might be useful in finding out more about potential lateral moves:

- Obtaining job descriptions or looking online at roles in other security settings.
- Talking to people who are doing roles in different security settings, or attending security conferences.
- Asking your Line manager for information, sharing your career goals and asking for support

Self-reflection

This section is about reflecting on your progress and thinking about what you have learned about your self and your career journey.

What have you learned about your skills and strengths?

What work do you enjoy doing most?

What do you know about working in the following security settings: Corporate, Retail, Nuclear or environment sites, Festivals and events, NHS, Nighttime venues, Hotels

What have you learned about yourself through taking action to achieve your career goals?

How does this information help you going forward?



Summary

The profession map and career guide are two useful tools to help you start to navigate your UK private security career. There are many different types of roles across private security and a lot of career opportunities exist at every band and level. A high percentage of those who join the industry stay and report that the work is rewarding, interesting and challenging.

In whatever Private security role or setting you are thinking of working in, members and of the Security Skills Board and myself wish you all the very best with your career.

Best wishes

Jason Towse

(Chair – Security Skills Board)



