

Executive Protection Manager - EPM

Job Description Template



This Executive Protection Manager (EPM) job description template is designed for posting on online job boards or for creating internal job profiles. Customize it to fit the needs of your organization.

A contribution to the Human Resources community.

Author: Kevin E. Palacios, MSc. CPO, CPOI, CSSM, CPP, PSP, PCI "CoachSeguridad"

<https://www.linkedin.com/in/coachseguridad/>

Originally published at:

www.EPRM.online

Creative Commons License: You are free to share — copy and redistribute the material in any medium or format, under the following conditions:

Attribution — You must give appropriate credit, provide a link to the license, and indicate if changes were made. You may do so in any reasonable manner, but not in any way that suggests the licensor endorses you or your use.

Non-Commercial — You may not use the material for commercial purposes.

No Derivatives — If you remix, transform, or build upon the material, you may not distribute the modified material.

EXECUTIVE PROTECTION MANAGER - EPM

SAMPLE JOB POSTING

Position Description:

The Executive Protection Manager is responsible for ensuring the personal and professional safety of the company's senior executives, their families, and, in some cases, other key individuals within the organization. This role requires the design, planning, and execution of security strategies tailored to various environments, whether in the office, during local or international travel, or at special events. The mission is to mitigate risks, anticipate threats, and coordinate necessary security resources to protect executives effectively and discreetly.

The manager will lead a team of security professionals, develop and implement customized protection policies and protocols, and ensure that all security activities are managed in accordance with corporate regulations and international standards. Additionally, the EPM will be the main point of contact with local and international security forces and will oversee the coordination of emergency measures when necessary.

Responsibilities:

- Implement and oversee customized security plans to protect executives in corporate environments and during travel and events.
- Coordinate the executive protection team, including resource planning and allocation to efficiently meet all security needs.
- Assess and manage potential risks, designing preventive strategies and incident response protocols.
- Oversee the physical security of executive properties and workplaces, ensuring that all protective measures are up-to-date and effective.
- Communicate with local, national, and international authorities to coordinate security efforts during travel or emergency situations.
- Conduct regular security audits, vulnerability analyses, and emergency drills to ensure preparedness for any scenario.
- Implement and maintain an emergency response system in coordination with the corporate security team and local security agencies.
- Prepare detailed incident and security audit reports for senior management.
- Develop, implement, and oversee executive protection strategies customized to the needs of executives and their families.
- Perform detailed and ongoing risk analyses to identify vulnerabilities, and develop risk mitigation plans that include both physical and information protection.
- Lead and coordinate the security team in daily protection operations and critical response scenarios.
- Establish and maintain relationships with local and international law enforcement agencies and private security providers to ensure integration of protective resources across all areas.
- Coordinate travel security logistics, including transportation, accommodation, and temporary work sites, to minimize risks during national and international travel.
- Ensure the security team is up-to-date with continuous training, keeping current with best practices in security and protection.
- Continuously review the effectiveness of implemented security measures, adjusting policies and procedures as needed.
- Communicate regularly and accurately with executives, their families, and senior management to inform them of potential risks, incidents, and preventive measures taken.
- Supervise the use of security technologies, including monitoring, surveillance, and communication systems, ensuring they are operational and up-to-date.
- Prepare detailed reports on security, risk assessments, and the effectiveness of protection measures.

- Ensure compliance with all applicable local and international executive security regulations.

Requirements:

- Minimum of 3 years of experience in Executive Protection or high-level security roles.
- Knowledge of executive protection protocols, including travel and event security procedures.
- Experience in planning and coordinating protective operations in diverse settings, from international travel to high-profile events.
- Ability to handle high-risk and high-stress situations effectively.
- University degree in a related field (e.g., Security Management, Executive Protection) preferred.
- Excellent communication and interpersonal skills to interact with senior executives and their families.
- Strong knowledge of security systems, surveillance technology, and communication devices.
- Willingness to travel frequently and work outside standard hours.
- Absolute integrity and confidentiality in managing sensitive information.

JOB TITLE:

- **Job Title:** Executive Protection Manager. Depending on local legislation and customs, this role may also be referred to as: Operational Manager, Operational Coordinator, Manager or Coordinator of Asset Protection, Manager or Coordinator of Physical Security, or Manager or Coordinator of Loss Prevention.
- **Areas of Responsibility:** Acts as the principal authority for security within a facility, department, or specific process within the organization. This high-level strategic role involves decision-making that directly impacts the personal protection of executives, as well as the management and coordination of human, technological, and operational resources to ensure comprehensive security.

GENERAL COMPETENCIES

The Executive Protection Manager must have expertise in security:

REQUIRED KNOWLEDGE	REQUIRED SKILLS
• Executive Protection and Security Theory: In-depth understanding of best practices in executive protection, including key concepts such as threat, vulnerability, and risk assessments; advanced personal protection techniques; and planning strategies to prevent physical attacks, kidnappings, assaults, or any type of risk. • Physical and Technological Security: Knowledge of physical security systems, such as access controls, monitoring and CCTV systems, intrusion alarms, and detection systems. Must also be proficient in security technology applied to executive protection, including GPS devices, secure communication equipment, and cybersecurity techniques to protect both executives and confidential information. • International Security Protocols: Familiarity with international security standards and executive protection guidelines, such as recommendations from ASIS International and other specialized corporate security and executive protection organizations.	• Strategic Planning: Ability to develop detailed executive security plans, including protection logistics for travel, events, high-profile meetings, and executive residences. These plans should account for all possible risk scenarios and mitigate potential threats. • Leadership and Management of Security Teams: Capability to lead escort and security professional teams, ensuring all personnel are well-trained and follow necessary operational guidelines to guarantee executive safety at all times. • Effective Communication: Must be able to communicate clearly and effectively with executives, security team members, local law enforcement, and other stakeholders. The ability to communicate quickly in emergency situations is essential. • Decision-Making Under Pressure: Exceptional skills in making rapid, sound decisions under pressure, particularly in critical situations where executive safety may be compromised. This includes the ability to assess the situation in real time and choose the best course of action.

• Risk and Threat Analysis: Expertise in evaluating potential threats and identifying risks associated with executive mobility, international travel, attendance at high-profile events, and travel to high-risk areas. • Security Legislation: Comprehensive knowledge of local and international legislation related to personal protection and security, both in the home country and in locations where executives may travel. This includes laws on carrying weapons, use of escorts, and coordination with public security forces. • Crisis Management and Emergency Planning: Ability to develop and manage response plans for emergencies such as evacuations, attacks, or kidnappings. Must be capable of coordinating executive protection in crisis situations, integrating contingency plans, escape routes, and rapid response protocols. • Cybersecurity and Information Protection: Must be knowledgeable about the latest trends in cybersecurity and protection of sensitive information and understand how these impact the safety of executives in both professional and personal contexts.	• Security Project Management: Ability to manage multiple security operations simultaneously, from risk assessment to plan execution, including budget, resources, and timelines. • Training and Development of Teams: Proficiency in developing and implementing training programs for the protection team, ensuring security agents possess the skills and knowledge needed to protect executives effectively. • Negotiation and Conflict Resolution: Ability to negotiate with external stakeholders and resolve conflicts that may arise during security operations, remaining calm and ensuring protection at all times. • Critical Analysis and Problem Solving: Ability to identify security issues, assess the best solution, and implement necessary corrective measures. This includes the capacity for critical thinking and anticipation of threats before they materialize. • Advanced Security Technologies: Competency in using advanced technological tools such as security management software, tracking devices, real-time video analytics, and encrypted communications.
REQUIRED EXPERIENCE • International Security Experience: Experience managing executive security during international travel, with a deep understanding of risks associated with different regions and countries. • Crisis Management and Emergency Response: Proven experience implementing crisis response plans and emergency management protocols in both physical and cyber risk scenarios. • High-Profile Facility Protection: Experience in protecting executive residences or critical facilities, coordinating physical and technological security measures in high-risk environments. • Security Certifications: Preferably holds internationally recognized certifications such as the Certified Protection Professional (CPP) from ASIS International or the Certified Executive Protection Specialist (CEPS) to ensure competency in executive protection.	REQUIRED ATTITUDES • Proactivity and Risk Anticipation: The Executive Protection Manager must proactively identify risks and implement preventive measures before problems escalate into actual threats. Anticipating potential threats is a fundamental attitude for success in this role. • Confidentiality and Discretion: Given the high-profile nature of the role, the Executive Protection Manager must maintain strict confidentiality regarding sensitive information. Discretion is essential to preserve the privacy of executives. • Ethics and Commitment: A high level of integrity and professional ethics is mandatory. The Executive Protection Manager should always prioritize the best interests of the executives and the organization, demonstrating unwavering commitment to security. • Resilience and Ability to Work Under Pressure: The ability to remain calm and act effectively in high-pressure situations is crucial. Resilience is necessary to handle stressful circumstances without compromising safety. • Results-Oriented Approach: A focus on achieving measurable outcomes in executive protection is essential, ensuring that implemented security measures effectively mitigate risks for executives.

	• Collaboration and Teamwork: The Executive Protection Manager must work effectively with other organizational departments, as well as external security teams, government agencies, and law enforcement. • Adaptability and Flexibility: As risk situations can change rapidly, the Executive Protection Manager should be flexible and ready to adjust their approach based on evolving circumstances.
--	---

EPM® A Technical Tool to Measure the Competence of an Executive Protection Manager

The Executive Protection Manager (EPM®) evaluation process effectively measures specialized competencies in EXECUTIVE PROTECTION and is targeted at specialists in executive security.

EPM® Evaluation Criteria

What does the EPM® verify?

The EPM® is issued centrally from the United States after candidates successfully pass three levels of verification:

- **EXPERIENCE VERIFICATION:**
 - **MANDATORY:** Demonstrate competency in operational security.
 - **MANDATORY:** Provide proof of at least 3 years of full-time experience in executive protection management roles.
- **VERIFICATION OF HARD SKILLS:**
 - **MANDATORY:** Pass a standardized knowledge exam consisting of 180 multiple-choice questions, with a minimum passing score of 70%.
- **VERIFICATION OF SOFT SKILLS:**
 - **MANDATORY:** Submit a case study that involves solving one scenario tailored to their professional reality, achieving a minimum score of 70%.
 - To resolve the scenario, six ASIS standards must be referenced: "PSC.1 Management System for Quality of Private Security Company Operations," "WVPI.1 Workplace Violence Prevention and Intervention," "RA.1 Risk Assessment," "ORM.1 Resilience in Organizational Management Systems for Security, Preparedness, and Continuity," "PAP.1 Physical Asset Protection Systems," and "INV.1 Investigations."

Executive Protection Leader - EPL

Job Description Template



This EXECUTIVE PROTECTION TEAM LEADER job description template is optimized for posting on online job boards or role profiles and is easy to customize for your company.

A Contribution to the Talent Community

Author: Kevin E. Palacios Msc. CPO, CPOI, CSSM, CPP, PSP, PCI “CoachSeguridad”

<https://www.linkedin.com/in/coachseguridad/>

Originally published at:

www.EPRM.online

Creative Commons License: You are free to share — copy and redistribute this material in any medium or format under the following conditions:

Attribution: You must give appropriate credit to the author, provide a link to the license, and indicate if any changes were made. This can be done in any reasonable manner but not in a way that suggests the licensor endorses you or your use.

Non-Commercial Use: The material cannot be used for commercial purposes.

No Derivatives: If you remix, transform, or build upon the material, you may not distribute the modified content.

Executive Protection Leader - EPL

SAMPLE JOB POSTING:

Job Description:

The Executive Protection Team Leader (EPL) is responsible for the tactical and operational leadership of protection teams tasked with ensuring the physical and logistical safety of the organization's senior executives. This key role involves the implementation and execution of security strategies developed by the Executive Protection Manager (EPM), ensuring risk mitigation and the protection of executives under all circumstances. The EPL oversees the work of security escorts and agents, leads route and event planning, and manages contingencies that may arise during operations.

The EPL must be highly skilled in responding to emergencies, identifying potential threats, and implementing preventive measures to safeguard both individuals and the organization's critical assets.

Responsibilities:

- Lead and coordinate the escort team assigned to the protection of senior executives, ensuring adherence to operational strategies defined by the EPM.
- Develop and implement operational security plans in high-risk environments, including secure route planning, identification of vulnerabilities, and oversight of tactical operations.
- Ensure all security measures comply with local and international regulations and align with corporate executive protection protocols.
- Monitor real-time team performance, ensuring adherence to standards and responding swiftly and effectively to incidents.
- Maintain constant communication with the EPM, providing updates on security status, incidents, or changes in circumstances.
- Manage logistics for movements and events, ensuring executive safety at all times, including in high-risk zones or during international travel.
- Conduct ongoing risk and vulnerability assessments across various operational scenarios, adapting security measures as circumstances evolve.
- Continuously train the executive protection team in defensive techniques, high-risk driving, emergency protocols, and advanced security technology.
- Coordinate with external security forces, such as local authorities, fire services, and other agencies, as required.
- Prepare and review detailed reports on security operations, incidents, or significant events, providing continuous feedback to improve protection strategies.

Requirements:

- Minimum of 2 years proven experience in executive protection roles, preferably leading teams in high-risk situations.
- Mandatory certifications in executive protection or security.
- Familiarity with advanced security monitoring technologies, GPS tracking devices, tactical communication equipment, and armored vehicles.
- Proven capability in secure route planning, real-time risk assessment, and crisis management during emergencies.
- Strong leadership skills with experience managing operational teams under pressure.
- Excellent communication skills, with the ability to interact effectively with senior executives, security personnel, and law enforcement.

- Availability to travel and adapt to irregular schedules, including emergency interventions.
- Preferred: A university degree in a field related to security, defense, or crisis management.

POSITION TITLE:

- **Position Title:** Executive Protection Leader - EPL.
- **Performance Areas:** The EPL leads senior executive protection operations in both local and international environments, ensuring that security strategies are implemented in accordance with corporate directives. The EPL can operate across a wide range of sectors, including corporate, governmental, financial, technological, and entertainment, guaranteeing safety during events, meetings, and movements.

COMPETENCIAS GENERALES

CONOCIMIENTO REQUIRED KNOWLEDGE

- **Executive Protection Strategies:** Knowledge of advanced executive protection tactics and procedures, including techniques for identifying, preventing, and mitigating threats. The EPL must be familiar with comprehensive security principles and how to apply them to the personal protection of high-level executives.
- **Risk and Vulnerability Assessments:** Ability to conduct detailed risk assessments in various environments (routes, events, offices, residences), identifying vulnerabilities and potential threats. This knowledge is essential for designing and implementing effective security strategies to minimize executive exposure.
- **Security Technologies:** Expertise in advanced security technologies, including CCTV systems, access control, monitoring and surveillance systems, GPS tracking tools, and specialized security management software. Familiarity with tactical communication devices and encryption applications to maintain operational confidentiality.
- **Legal Frameworks:** Understanding of local, national, and international laws and regulations applicable to executive protection, including rules related to the use of force, firearms, security permits, and cooperation with law enforcement during crises.
- **First Aid and Emergency Response:** Training in first aid and basic life support, as well as knowledge of evacuation protocols, rescue operations, and medical crisis management in high-risk environments. This ensures the EPL can respond effectively to medical emergencies while coordinating the safe evacuation of the executive.

REQUIRED SKILLS

- **Operational Leadership:** Ability to lead security escort teams and personnel under pressure. The EPL must manage and supervise multiple simultaneous operations, assign clear responsibilities, motivate the team, and ensure all members strictly follow established protocols.
- **Tactical and Operational Planning:** Capability to design and execute detailed security plans, including secure routes, contingency planning, evacuation procedures, and counter-surveillance measures. This includes effectively coordinating logistical details in both local and international environments.
- **Crisis Management:** Proven experience in making rapid and effective decisions during emergencies or crises. The EPL must evaluate real-time situations, identify the best options to protect the executive, and coordinate with other agents or security forces as necessary.
- **Effective Communication:** Ability to communicate clearly and directly with the security team, executives, and local authorities, ensuring critical information is shared promptly. Effective communication under high-pressure situations is essential to ensure the executive's safety.
- **Proficiency in Security Tools:** Skill in using communication devices, firearms (if legally permitted), and personal protective equipment. The EPL must also operate armored vehicles and execute defensive driving maneuvers when necessary.
- **Crowd Control and Conflict Management:** Capability to manage high-stress situations in crowded events or environments with large gatherings. The EPL should identify suspicious

	behaviors, de-escalate conflicts, and coordinate emergency measures during disturbances.
REQUIRED EXPERIENCE • Minimum of 2 years of experience in executive protection operations. • Proven ability to lead protection teams under pressure, organizing and supervising escort operations during movements, corporate events, or critical situations. Practical experience in team training and conducting operational drills is essential. • Demonstrated history of crisis management, including rapid and effective decision-making to ensure executive safety. This includes coordinating evacuations, responding to immediate threats, or implementing contingency plans during emergencies. • Experience operating in different countries or regions, requiring adjustments to local regulations, security cultures, and cooperation protocols with authorities. This is crucial for executives who frequently travel or operate in global markets.	REQUIRED ATTITUDES • Proactivity and Anticipation: The EPL must proactively anticipate potential risks before they escalate into critical threats. This attitude includes constant vigilance and the ability to foresee potentially dangerous situations to act preventively. • Confidentiality and Discretion: Ability to handle sensitive information with the utmost confidentiality. The EPL must be discreet in performing duties and avoid drawing public attention to the executive's activities or implemented security plans. • Adaptability and Resilience: Flexibility to quickly adapt to changes in operational environments, such as last-minute adjustments to the executive's schedule, route changes, or unforeseen emergencies. Remaining calm under pressure and demonstrating resilience in difficult or stressful situations is crucial. • Professional Ethics and Commitment: A strong sense of professional ethics, demonstrating unwavering commitment to the safety and well-being of those under protection. The EPL must act with integrity, upholding the highest standards of professional behavior. • Teamwork and Collaboration: Ability to work closely with escort teams, security personnel, and other organizational departments. The EPL should foster an environment of cooperation and trust, empowering team members to act effectively in high-risk situations.

EPL® A Technical Tool to Measure the Competence of an Executive Protection Team Leader

The Executive Protection Team Leader (EPL®) evaluation process effectively measures specialized competencies in EXECUTIVE PROTECTION and is specifically designed for team leaders in executive protection.

EPL® Evaluation Criteria

¿What does the EPL® verify?

The EPL® is issued centrally from the United States after candidates successfully pass three levels of verification:

- **EXPERIENCE VERIFICATION:**
 - **MANDATORY:** Demonstrate competency in operational security.
 - **MANDATORY:** Provide proof of at least 2 years of full-time experience in executive protection management roles.
- **HARD SKILLS VERIFICATION:**

- **MANDATORY:** Pass a standardized knowledge exam consisting of 90 multiple-choice questions, with a minimum passing score of 70%.
- **SOFT SKILLS VERIFICATION:**
 - **MANDATORY:** Submit a case study involving the resolution of 1 scenario tailored to their professional reality, achieving a minimum score of 70%.
 - To resolve the scenario, six ASIS standards must be referenced: “PSC.1 Management System for the Quality of Operations of Private Security Companies,” “WVPI.1 Workplace Violence Prevention and Intervention,” “RA.1 Risk Assessment,” “ORM.1 Resilience in Organizational Management Systems for Security, Preparedness, and Continuity,” “PAP.1 Security Systems for the Physical Protection of Assets,” and “INV.1 Investigations.”

Protective Intelligence Analyst – PIA

Job Description Template



This Protective Intelligence Analyst job description template is optimized for posting on online job boards or role profiles and is easy to customize for your company.

A Contribution to the Talent Community

Author: Kevin E. Palacios Msc. CPO, CPOI, CSSM, CPP, PSP, PCI “CoachSeguridad”

<https://www.linkedin.com/in/coachseguridad/>

Originally published at:

www.EPRM.online

Creative Commons License: You are free to share — copy and redistribute this material in any medium or format under the following conditions:

Attribution: You must give appropriate credit to the author, provide a link to the license, and indicate if any changes were made. This can be done in any reasonable manner but not in a way that suggests the licensor endorses you or your use.

Non-Commercial Use: The material cannot be used for commercial purposes.

No Derivatives: If you remix, transform, or build upon the material, you may not distribute the modified content.

Protective Intelligence Analyst - PIA

Sample Job Posting:

Position Description:

The Protective Intelligence Analyst (PIA) is a key specialist responsible for gathering, analyzing, and processing critical information to identify and anticipate potential threats. This role aims to provide actionable intelligence to the Executive Protection Manager (EPM) and the Executive Protection Team Leader (EPL) to support decision-making and ensure the safety of protected individuals. The PIA plays a fundamental role in incident prevention by identifying potential risks early through data analysis, event monitoring, trend evaluation, and coordination with internal and external intelligence sources.

Responsibilities:

- Filter and process relevant information from large volumes of data, identifying behavior patterns and early warning signals.
- Conduct geopolitical and security analyses to identify emerging threats locally, regionally, and globally that could impact executives or leaders under protection.
- Establish and maintain real-time monitoring systems to enable continuous surveillance of critical events that may pose security risks.
- Use technological platforms and early warning systems to track suspicious activities, both physical and cyber-related, involving protected individuals.
- Develop and present comprehensive and detailed intelligence reports to protection teams (EPM, EPL), with proactive recommendations to mitigate risks.
- Create alerts and briefings to keep executives informed of significant changes in the threat landscape.
- Use graphs, maps, and visual representations to make complex information easily understandable for decision-makers.
- Conduct risk assessments before trips, events, or major movements, considering factors such as geographic location, local threats, and environmental risk profiles.
- Develop contingency plans and risk mitigation strategies for imminent threats, working closely with physical protection teams and external agencies.
- Collaborate with government agencies, law enforcement, private security agencies, and other intelligence providers to share information and gain valuable insights.
- Participate in intelligence networks and international forums, staying updated on the latest threats and risk mitigation techniques.
- Build relationships with security service providers and other trusted intelligence sources to strengthen monitoring and response capabilities.
- Play a central role during crisis situations, providing real-time analysis and intelligence-based recommendations for informed decision-making.
- Coordinate with field protection teams to provide immediate support and guide necessary actions in response to incidents, such as direct threats, attacks, or security breaches.

Requirements:

- Minimum 2 years of proven experience in intelligence roles, risk analysis, or corporate security.
- Degree in political science, international relations, security, intelligence, or related fields. Certifications in security or intelligence analysis are desirable.
- Proficiency in intelligence analysis tools, cybersecurity, and specialized protective intelligence software.
- Advanced English proficiency (oral and written); additional languages are valued.

- Flexibility to work irregular hours or on-demand in emergencies.
- Critical thinking skills, ability to work under pressure, and excellent management of information and communication technologies (ICT) for analysis.

POSITION TITLE:

- **Position Title:** Protective Intelligence Analyst - PIA
- **Performance Areas:** Seguridad Corporate security, executive protection, risk analysis, security intelligence, crisis management.

GENERAL COMPETENCES

REQUIRED KNOWLEDGE • Protective Intelligence Theory and Practice: Understanding the principles of protective intelligence, including data collection, threat analysis, and risk assessment. Familiarity with decision-making processes based on intelligence. • Data Analysis: Proficiency in qualitative and quantitative data analysis techniques, including statistical analysis, network analysis, and pattern recognition. Ability to use software tools or similar programs. • Cybersecurity: Knowledge of cyber threats, mitigation techniques, and best practices in information security. Familiarity with incident management and response to security breaches in digital environments. • Legislation and Regulations: Understanding of legislation related to privacy, data protection, and security regulations applicable to intelligence and executive protection. Awareness of the legal implications of collecting and using sensitive information. • Geopolitical and Security Intelligence: Comprehension of geopolitical and social contexts that can affect the safety of protectees, including economic, political, and cultural factors influencing threat dynamics. • Risk Assessment Techniques: Ability to apply risk assessment methodologies, conduct scenario analysis, and determine the probability and impact of various threats in a work environment.	REQUIRED SKILLS • Critical Thinking and Analysis: Ability to break down complex information, assess the relevance and reliability of sources, and synthesize data into clear and concise conclusions. Capacity to identify patterns and correlations in seemingly unrelated information. • Effective Communication: Excellent verbal and written communication skills to present intelligence reports and recommendations at different organizational levels. Ability to adapt communication styles based on the audience (executives, security teams, etc.). • Problem-Solving: Skill in addressing complex issues and developing effective solutions under pressure. Strategic and proactive thinking to anticipate risks and formulate appropriate responses. • Teamwork and Collaboration: Ability to work effectively in a team, collaborating with colleagues across disciplines (security, technology, human resources) and coordinating efforts with external security and intelligence agencies. • Adaptability and Flexibility: Capacity to adjust quickly to changing and dynamic environments, modifying approaches and strategies in response to new threats or emerging information. Ability to operate effectively in crisis or emergency situations. • Time Management and Organization: Skill in managing multiple tasks and priorities effectively, ensuring critical deadlines are met. Ability to efficiently organize and manage intelligence projects.
REQUIRED EXPERIENCE • Minimum of 2 years of experience in roles related to intelligence, risk analysis, corporate security, or similar functions. Experience in high-pressure or critical security situations is valued. • Proven track record of participating in successful	REQUIRED ATTITUDES • Professional Ethics and Confidentiality: High degree of professional ethics, maintaining the confidentiality of sensitive information and adhering to security regulations. Integrity in handling data and presenting intelligence reports.

intelligence analysis and risk mitigation projects, with clear examples of significant contributions. • Experience in coordinating with law enforcement, intelligence agencies, or private security firms, focusing on protecting individuals and critical assets. • Participation in courses, seminars, or conferences on intelligence, security, and risk analysis to support professional development and knowledge updates.	• Proactivity and Autonomy: Initiative to identify areas for improvement and propose solutions without constant supervision. Willingness to take responsibility and make informed decisions based on intelligence analysis. • Service Orientation: Commitment to the well-being and safety of protectees, demonstrating empathy and sensitivity to the needs of executives and their environment. • Curiosity and Continuous Learning: Open attitude towards learning and continuous improvement. Interest in staying updated on trends in intelligence, security, and emerging technologies. • Resilience and Stress Management: Ability to remain calm and effective under pressure, managing stress in a healthy and productive manner. Capacity to make critical decisions in high-stress situations.
---	--

PIA® A Technical Tool to Measure the Competence of a Protective Intelligence Analyst

The Protective Intelligence Analyst (PIA®) evaluation process effectively measures specialized competencies in EXECUTIVE PROTECTION, specifically designed for intelligence analysts in executive protection teams.

PIA® Evaluation Criteria

What does the PIA® verify?

The PIA® is issued centrally from the United States after candidates successfully pass three levels of verification:

- **EXPERIENCE VERIFICATION:**
 - **MANDATORY:** Demonstrate competency in operational security.
 - **MANDATORY:** Provide proof of at least 2 years of full-time experience in roles as a Protective Intelligence Analyst.
- **HARD SKILLS VERIFICATION**
 - **MANDATORY:** Pass a standardized knowledge exam consisting of 90 multiple-choice questions, with a minimum passing score of 70%.
- **SOFT SKILLS VERIFICATION:**
 - **MANDATORY:** Submit a case study involving the resolution of 1 scenario tailored to their professional reality, achieving a minimum score of 70%.
 - For the resolution of the scenario, six ASIS standards must be referenced: “PSC.1 Management System for the Quality of Operations of Private Security Companies,” “WVPI.1 Workplace Violence Prevention and Intervention,” “RA.1 Risk Assessment,” “ORM.1 Resilience in Organizational Management Systems for Security, Preparedness, and Continuity,” “PAP.1 Security Systems for the Physical Protection of Assets,” and “INV.1 Investigations.”

Advance and Countervigilance Officer – ACO

Job Description Template



This job description template for **ADVANCE AND COUNTER-SURVEILLANCE OFFICERS** is optimized for posting on online job boards or job profiles and is easy to customize for your company.

A contribution to the human talent community.

Author: Kevin E. Palacios Msc. CPO, CPOI, CSSM, CPP, PSP, PCI “CoachSeguridad”

<https://www.linkedin.com/in/coachseguridad/>

Originally published at:

www.EPRM.online

Creative Commons License: You are free to share — copy and redistribute this material in any medium or format under the following conditions:

Attribution: You must give appropriate credit to the author, provide a link to the license, and indicate if any changes were made. This can be done in any reasonable manner but not in a way that suggests the licensor endorses you or your use.

Non-Commercial Use: The material cannot be used for commercial purposes.

No Derivatives: If you remix, transform, or build upon the material, you may not distribute the modified content.

Advance and Countervigilance Officer - ACO

SAMPLE JOB POSTING:

Position Description:

The Advance and Counter-Surveillance Officer (ACO) is a highly specialized professional responsible for ensuring the safety of an environment prior to the arrival of protectees. This role involves pre-operational preparation and the detection of potential threats during protection operations, ensuring the implementation of appropriate measures to mitigate risks. ACOs work closely with executive protection teams and conduct comprehensive environmental assessments, using advanced surveillance and counter-surveillance techniques to detect suspicious activities and prevent incidents.

Responsibilities:

- **Conduct detailed risk assessments of areas where protection operations will take place, identifying routes, access points, and potential threats.**
- Coordinate logistics prior to the arrival of protectees, ensuring all security aspects are properly planned and executed.
- Collaborate with other protection team members to establish specific security protocols for each operation, adjusting plans as required.
- Implement surveillance and counter-surveillance techniques to identify suspicious activity that may compromise protectee safety.
- Utilize advanced technology such as surveillance cameras, drones, and monitoring systems to ensure real-time security during operations.
- Maintain up-to-date knowledge of tactics used by potential adversaries to enhance the effectiveness of counter-surveillance measures.
- Ensure constant and effective communication with the protection team, sharing risk assessments and critical threat information.
- Immediately report suspicious activities or incidents that could compromise safety, following established communication protocols.
- Collaborate with law enforcement and external security agencies as needed to strengthen security measures during operations.
- Participate in continuous training on security tactics, crisis management, and new technologies in the fields of surveillance and protection.
- Provide training and support to other team members on counter-surveillance practices and threat detection.
- Conduct post-operation analyses to evaluate the effectiveness of implemented security measures and suggest improvements to existing protocols.
- Gather and analyze data on incidents and threats to identify patterns that can aid future operational planning.

Requirements:

- At least 2 years of experience in security-related roles, executive protection, or counter-surveillance functions in corporate or governmental settings.
- Certifications in executive protection or security are mandatory.
- Familiarity with surveillance equipment, security analysis software, and monitoring technologies.
- Knowledge of investigative techniques and risk analysis.
- Excellent verbal and written communication skills, with the ability to report and coordinate effectively with personnel and external authorities.
- Certifications in executive protection, security tactics, or specialized courses in surveillance and counter-surveillance are a plus.

- Degree in Security, Criminology, Political Science, or related fields. Certifications in security tactics, executive protection, or counter-surveillance are highly valued.

JOB TITLE:

- **Job Title:** Advance and Countervigilance Officer - ACO
- **Areas of Responsibility:** The ACO is responsible for ensuring the integrity and safety of executives and leaders by implementing proactive security measures. This includes assessing environments before events, meetings, or movements, ensuring all security aspects are addressed. The ACO develops and executes detailed protection plans in coordination with security teams, adapting to the specific needs of each individual or group under protection. The ACO gathers, analyzes, and evaluates information about potential security threats, utilizing intelligence techniques to anticipate and prevent adverse incidents. They conduct security trend analyses and monitor the behavior of potentially threatening groups, identifying patterns that may pose risks to protectees.

GENERAL COMPETENCIES

REQUIRED KNOWLEDGE	DESTREZAS REQUERIDAS
• Foundations of Security and Protection: In-depth knowledge of personal and corporate security practices and principles, including executive protection and risk management. Familiarity with standard operating procedures (SOPs) in the security field, as well as laws and regulations relevant to the protection of individuals and assets. • Surveillance and Counter-Surveillance Techniques: Proficiency in surveillance techniques, detecting and tracking suspicious behaviors in various situations and environments. Understanding of counter-surveillance strategies, including identifying tracking methods and implementing effective countermeasures. • Intelligence Analysis: Expertise in intelligence gathering and analysis, including the use of data analysis software and visualization tools to identify behavioral patterns and potential threats. Familiarity with producing clear and concise intelligence reports to support informed decision-making. • Cybersecurity and Digital Threats: Awareness of cyber threats that may impact the security of protectees and assets, as well as best practices to mitigate such risks. Knowledge of tools and techniques for safeguarding personal and corporate information in digital environments. • Crisis Management and Emergency Response: Knowledge of crisis management and emergency response planning, including evacuation protocols and security procedures in high-pressure situations.	• Analytical Skills: Demonstrated ability to conduct critical analysis and effectively evaluate complex information, identifying trends and correlations pertinent to security operations. Proficiency in performing risk assessments and crafting actionable recommendations based on thorough data analysis. • Effective Communication: Exceptional verbal and written communication skills, with the ability to deliver security-related information clearly and effectively to diverse audiences, including executives and team members. Expertise in preparing intelligence reports and informative presentations that concisely summarize findings and provide actionable recommendations. • Decision-Making Under Pressure: Proven skill in making informed, rapid decisions during high-pressure situations, assessing consequences and potential alternatives with calmness and precision. Competence in prioritizing tasks and allocating resources effectively in critical circumstances. • Teamwork and Collaboration: Adept at working collaboratively with security team members and external stakeholders, fostering a cooperative and positive work environment. Skilled in coordinating efforts and sharing vital information to safeguard individuals under protection. • Advanced Technology Proficiency: Expertise in operating and managing advanced security and technological systems, including monitoring systems, surveillance equipment, and intelligence analysis software. Commitment to learning and adapting to emerging technologies and tools to improve security operations and efficiency.

REQUIRED EXPERIENCE	REQUIRED ATTITUDES
• Minimum of 2 years of experience in roles related to security, executive protection, or surveillance and counter-surveillance in corporate or governmental environments. • Previous experience conducting risk assessments and implementing effective security measures. • Proven ability to execute successful security operations, with clear examples of significant contributions to the protection of individuals or groups. • Participation in projects or activities involving collaboration with law enforcement, intelligence agencies, or protection companies. • Engagement in continuous training programs, conferences, and certifications related to security, surveillance, and intelligence analysis to support professional development and knowledge updates. • Experience operating in different countries or regions, requiring adjustments to local regulations, security cultures, and cooperation protocols with authorities. This is crucial for protecting executives who frequently travel or operate in global markets.	• Professional Ethics and Confidentiality: Commitment to high ethical and professional standards, ensuring the confidentiality of sensitive information and protecting the privacy of those under care. Integrity in decision-making and interactions with stakeholders. • Proactivity and Responsibility: Initiative to identify and address issues before they become threats, taking responsibility for tasks and decisions related to security. A proactive attitude in seeking improvements in procedures and engaging in continuous training. • Adaptability and Flexibility: Ability to adapt to changing situations and respond effectively to new threats or security challenges. Willingness to work flexible hours and be available to respond to emergencies at any time. • Service Orientation: Focus on the well-being and safety of those under protection, demonstrating empathy and attentiveness to their needs and concerns. Commitment to excellence in delivering security services, ensuring client satisfaction and trust.

ACO® A Technical Tool to Measure the Competence of the Advance and Counter-Surveillance Officer

The Advance and Counter-Surveillance Officer evaluation process effectively measures specialized competencies in EXECUTIVE PROTECTION, specifically designed for Advance and Counter-Surveillance Officers.

ACO® Evaluation Criteria

What does the ACO® verify?

The ACO® is issued centrally from the United States after the candidate successfully passes three levels of verification:

- **EXPERIENCE VERIFICATION:**
 - **MANDATORY:** Demonstrate competency in operational security.
 - **MANDATORY:** Provide proof of at least 2 years of full-time experience in roles related to security, executive protection, or surveillance and counter-surveillance in corporate or governmental environments.
- **HARD SKILLS VERIFICATION:**
 - **MANDATORY:** Pass a standardized knowledge exam consisting of 90 multiple-choice questions, with a minimum passing score of 70%.
- **SOFT SKILLS VERIFICATION:**
 - **MANDATORY:** Submit a case study involving the resolution of 1 scenario tailored to their professional reality, achieving a minimum score of 70%.

- To resolve the scenario, six ASIS standards must be referenced: "PSC.1 Management System for Quality of Private Security Company Operations," "WVPI.1 Workplace Violence Prevention and Intervention," "RA.1 Risk Assessment," "ORM.1 Resilience in Organizational Management Systems for Security, Preparedness, and Continuity," "PAP.1 Security Systems for Physical Asset Protection," and "INV.1 Investigations."

Professional Security Officer – PSO

Job Description Template



This PHYSICAL SECURITY OFFICERS job description template is optimized for posting on online job boards or role profiles and is easy to customize for your company.

A contribution to the Human Resources community.

Author: Kevin E. Palacios, MSc. CPO, CPOI, CSSM, CPP, PSP, PCI “CoachSeguridad”

<https://www.linkedin.com/in/coachseguridad/>

Originally published at:

www.EPRM.online

Creative Commons License: You are free to share — copy and redistribute the material in any medium or format, under the following conditions:

Attribution — You must give appropriate credit, provide a link to the license, and indicate if changes were made. You may do so in any reasonable manner, but not in any way that suggests the licensor endorses you or your use.

Non-Commercial — You may not use the material for commercial purposes.

No Derivatives — If you remix, transform, or build upon the material, you may not distribute the modified material.

PROFESSIONAL SECURITY OFFICER - PSO

Sample Job Posting:

Position Description:

The Professional Security Officer is responsible for protecting the organization's assets, facilities, and personnel from physical security risks such as unauthorized access, external threats, and other safety concerns. Duties include regular patrols, facility monitoring, access control, incident response, and communication with emergency teams. Officers are expected to implement security protocols, maintain activity logs, and coordinate actions in accordance with the organization's security policies.

Responsibilities:

- Protect organizational facilities, assets, and personnel in compliance with established security protocols, maintaining continuous vigilance over all designated areas.
- Conduct security inspections at entry and exit points, control access for people and vehicles, and monitor surveillance cameras and alarm systems to detect unusual or suspicious activities.
- Recognize potential threats or risks, perform rapid assessments, and respond appropriately according to security procedures and the level of threat.
- Serve as the first line of defense to neutralize or mitigate emergency situations, including incidents of intrusion, theft, vandalism, and other physical security risks.
- Coordinate and execute evacuation procedures during emergencies, ensuring the safety of employees, visitors, and contractors.
- Collaborate with emergency response teams (firefighters, police, ambulances) and direct internal resources in cases of fires, natural disasters, or security emergencies.
- Regularly inspect security equipment such as fire extinguishers, alarm systems, communication radios, and other emergency devices to ensure proper functionality.
- Maintain detailed records of all surveillance activities, security incidents, and response measures, documenting necessary reports for audits and security analyses.
- Participate in security training programs and emergency drills, contributing to the training of new team members on security and physical protection procedures.
- Ensure organizational policies and regulations related to security are adhered to by all employees and visitors within the facilities.
- Ensure contractors and visitors comply with the organization's security standards during their activities on-site.

Requirements:

- Minimum 2 years of experience in roles related to security, executive protection, or counter-surveillance in corporate or governmental environments.
- Certifications in executive protection or security are mandatory. Additional certifications in security tactics, surveillance, or counter-surveillance will be considered a plus.
- Familiarity with surveillance equipment, security analysis software, and monitoring technologies. Knowledge of investigation techniques and risk analysis.
- Excellent verbal and written communication skills, with the ability to report and coordinate effectively with different levels of staff and external authorities.
- A degree in Security, Criminalistics, Political Science, or related fields. Additional certifications in security tactics, executive protection, or counter-surveillance will be highly valued.

POSITION TITLE:

- **Position Title:** PROFESSIONAL SECURITY OFFICER - PSO
- **Performance Areas:** The PSO is responsible for ensuring the safety and security of executives and leaders through the implementation of proactive security measures. This includes assessing environments before events, meetings, or movements to ensure all security aspects are addressed. The PSO develops and executes detailed protection plans in coordination with security teams, tailoring solutions to the specific needs of individuals or groups under protection. Additionally, the PSO collects, analyzes, and evaluates information on potential security threats, using intelligence techniques to anticipate and prevent adverse incidents. The role involves analyzing security trends and the behavior of potentially threatening groups, identifying patterns that could pose risks to those under protection.

GENERAL COMPETENCIES

REQUIRED KNOWLEDGE • Physical Security and Protection: In-depth knowledge of physical security and corporate facility protection protocols, including defense techniques and risk mitigation strategies. • Emergency Protocols and Contingency Planning: Detailed familiarity with emergency procedures for various critical situations (evacuation, rescue, crisis management) and the ability to plan effective contingencies. • Security Laws and Regulations: Up-to-date knowledge of local and national laws, regulations, and standards governing physical security and facility protection. • Risk Assessment and Vulnerability Analysis Techniques: Proficiency in identifying, evaluating, and prioritizing threats and vulnerabilities, implementing preventive and corrective measures based on risk analysis. • Security Intelligence: Skills in gathering and analyzing information, including intelligence and counterintelligence techniques, to anticipate potential threats or risks in high-pressure situations.	REQUIRED SKILLS • Security System and Monitoring Operations: Expertise in using CCTV systems, access controls, alarms, and other security monitoring devices, with the ability to identify and respond to unusual patterns. • Observation and Analytical Skills: Exceptional observation and environmental analysis skills, enabling the identification of suspicious behavior and anticipation of potential threats. • Crisis Response and Intervention: Ability to intervene swiftly in emergencies, maintaining composure and making informed decisions to safeguard assets and individuals. • Security Technology Proficiency: Experience in using risk analysis tools, incident reporting software, and emergency communication platforms. • Effective Communication and Conflict Management: Excellent communication skills to coordinate with various levels of personnel and external authorities, as well as the ability to constructively resolve conflicts in high-stress situations.
REQUIRED EXPERIENCE	REQUIRED ATTITUDES • Proactive Problem-Solving Orientation: A proactive attitude with a willingness to identify and resolve security issues before they escalate into significant incidents. • Adaptability and Flexibility: Ability to adapt quickly to changing risk situations and adjust protection plans as circumstances require. • Teamwork and Collaboration: Strong capability to work as part of a team and collaborate with other departments and authorities, ensuring clear and consistent communication.

• Minimum of 2 years of experience in physical security roles, asset protection, or counter-surveillance functions in corporate or industrial environments, particularly those exposed to significant risks. • Previous experience in risk assessment projects and designing security plans, demonstrating a clear understanding of threat mitigation processes. • Experience in coordinating and executing security plans for high-profile events, meetings, or special deployments, managing security teams and resources across diverse settings. • Interaction with local authorities and external entities for resolving security incidents, including executing communication protocols during emergencies or critical situations.	• Ethics and Responsibility: Commitment to integrity and professional ethics, protecting the confidentiality of information and acting responsibly in all assigned tasks. • Discipline and Self-Control: Ability to maintain self-control in critical situations, making informed decisions under pressure and acting with discipline and accountability.
---	--

PSO® A Technical Tool to Measure the Competence of the Physical Security Officer

The Physical Security Officer evaluation process effectively measures specialized competencies in EXECUTIVE PROTECTION and is specifically designed for Physical Security Officers.

PSO® Evaluation Criteria

What does the PSO® verify?

The PSO® is issued centrally from the United States after the candidate successfully passes three levels of verification:

- **EXPERIENCE VERIFICATION:**
 - **MANDATORY:** Demonstrate competency in operational security.
 - **MANDATORY:** Provide proof of at least 2 years of experience in roles related to security, executive protection, or counter-surveillance in corporate or governmental environments.
- **HARD SKILLS VERIFICATION:**
 - **MANDATORY:** Pass a standardized knowledge exam consisting of 90 multiple-choice questions, with a minimum passing score of 70%.
- **SOFT SKILLS VERIFICATION:**
 - **MANDATORY:** Submit a case study involving the resolution of 1 scenario tailored to their professional reality, achieving a minimum score of 70%.
 - To resolve the scenario, six ASIS standards must be referenced: "PSC.1 Management System for the Quality of Private Security Company Operations," "WVPI.1 Workplace Violence Prevention and Intervention," "RA.1 Risk Assessment," "ORM.1 Resilience in Organizational Management Systems for Security, Preparedness, and Continuity," "PAP.1 Physical Asset Protection Security Systems," and "INV.1 Investigations."

Emergency Room Operator — ERO

Job Description Template



This EMERGENCY ROOM OPERATORS job description template is optimized for posting on online job boards or role profiles and is easy to customize for your company.

A contribution to the Human Resources community.

Author: Kevin E. Palacios, MSc. CPO, CPOI, CSSM, CPP, PSP, PCI “CoachSeguridad”

<https://www.linkedin.com/in/coachseguridad/>

Originally published at:

www.EPRM.online

Creative Commons License: You are free to share — copy and redistribute the material in any medium or format, under the following conditions:

Attribution — You must give appropriate credit, provide a link to the license, and indicate if changes were made. You may do so in any reasonable manner, but not in any way that suggests the licensor endorses you or your use.

Non-Commercial — You may not use the material for commercial purposes.

No Derivatives — If you remix, transform, or build upon the material, you may not distribute the modified material.

EMERGENCY ROOM OPERATOR - ERO

SAMPLE JOB POSTING:

Job Description:

The Emergency Room Operator (ERO) is responsible for monitoring, coordinating, and responding to emergencies and critical situations within the organization. This role involves operating monitoring and communication systems in the control room, ensuring swift and coordinated emergency responses, and maintaining constant communication with internal response teams and external authorities when required. The ERO plays a key role in managing security and emergency incidents, acting as the first point of contact for incident reports and supporting the implementation of established security protocols.

Responsibilities:

- Maintain continuous surveillance of all areas under their responsibility using monitoring and surveillance systems, including reviewing security cameras, sensors, and other monitoring devices.
- Rapidly assess emergency situations, determining the severity and type of response required, analyzing incoming information, and making informed decisions.
- Coordinate the response of QRF teams and other emergency resources, providing clear and precise instructions, mobilizing QRF teams to the incident site, and assigning specific tasks.
- Maintain constant and effective communication with field teams, local authorities, and other emergency services, ensuring that communication is clear and precise to guarantee a coordinated response.
- Document all actions and decisions made during an emergency, including drafting detailed reports and collecting relevant evidence for future investigations.
- Provide logistical and technical support to field teams, ensuring they have the resources necessary to handle the situation, including the coordination of supplies, transportation, and other resources.
- Participate in continuous training programs to stay updated on emergency procedures, monitoring and communication technologies, and coordination tactics.

Requirements:

- Minimum 2 years of experience in security coordination and monitoring in control rooms or related functions within corporate, industrial, or high-security environments.
- Previous experience in emergency coordination, security, or similar roles.
- Effective communication skills and the ability to work under pressure.
- Knowledge of monitoring systems and communication technologies.
- Ability to make rapid and precise decisions.
- Availability to work flexible hours and rotating shifts.

POSITION TITLE:

- **Position Title:** EMERGENCY ROOM OPERATOR - ERO
- **Performance areas:** The ERO regularly conducts security trend analyses, identifying patterns and behaviors that may present potential risks and using this information to propose improvements in security protocols and incident prevention measures. The ERO also actively participates in planning, executing, and evaluating emergency drills, ensuring that all personnel are prepared to respond effectively to crisis situations. Additionally, they are responsible for maintaining and supervising security and monitoring systems, ensuring all equipment is functioning correctly and up to date. This includes performing routine checks and managing any technical issues that arise.

GENERAL COMPETENCES

REQUIRED KNOWLEDGE • Physical Security and Protection: Comprehensive knowledge of physical security and corporate facility protection protocols, including defense techniques and risk mitigation strategies. • Emergency Protocols and Contingency Planning: Detailed familiarity with emergency procedures for various critical situations (evacuation, rescue, crisis management) and the ability to develop effective contingency plans. • Security Laws and Regulations: Up-to-date knowledge of local and national laws, regulations, and standards governing physical security and facility protection. • Risk Assessment and Vulnerability Analysis Techniques: Ability to identify, evaluate, and prioritize threats and vulnerabilities, implementing preventive and corrective measures based on risk analysis. • Security Intelligence: Skills in collecting and analyzing information, including intelligence and counterintelligence techniques, to anticipate potential threats or risks.	REQUIRED SKILLS • Effective Communication and Conflict Management: Excellent communication skills for coordinating with various levels of personnel and external authorities, along with the ability to resolve conflicts constructively in high-pressure situations. • Security System and Monitoring Operations: Proficiency in using CCTV systems, access controls, alarms, and other security monitoring devices, with the ability to identify and respond to unusual patterns. • Observation and Analytical Skills: Superior observation and environmental analysis skills to identify suspicious behaviors and anticipate potential threats. • Crisis Response and Intervention: Ability to quickly intervene in emergency situations, maintaining composure and making informed decisions to safeguard assets and individuals. • Security Technology Proficiency: Experience using risk analysis tools, incident reporting software, and emergency communication platforms.
REQUIRED EXPERIENCE • Minimum of 2 years of experience in physical security roles, asset protection, or counter-surveillance functions in corporate or industrial settings, particularly those involving significant risk exposure. • Prior experience in risk assessment projects and designing security plans, demonstrating a clear understanding of threat mitigation processes. • Experience coordinating and executing security plans for high-profile events, meetings, or special deployments, managing security teams and resources in various environments. • Proven experience interacting with local authorities and external entities to resolve security incidents, including executing communication protocols during emergencies or critical situations.	REQUIRED ATTITUDES • Proactive Problem-Solving Orientation: A proactive attitude with a readiness to identify and resolve security issues before they escalate into significant incidents. • Adaptability and Flexibility: The ability to adapt quickly to dynamic risk situations and adjust protection plans as circumstances demand. • Teamwork and Collaboration: Strong teamwork capabilities, collaborating effectively with other departments and authorities to ensure clear and consistent communication. • Ethics and Responsibility: Commitment to integrity and professional ethics, safeguarding the confidentiality of sensitive information and acting responsibly in all assigned tasks. • Discipline and Self-Control: Ability to maintain self-control in critical situations, make informed decisions under pressure, and act with discipline and accountability.

ERO® A Technical Tool to Measure the Competence of the Emergency Room Operator

The Emergency Room Operator evaluation process effectively measures specialized competencies in EXECUTIVE PROTECTION, specifically designed for Emergency Room Operators.

ERO® Evaluation Criteria

What does the ERO® verify?

The ERO® is issued centrally from the United States after the candidate successfully passes three levels of verification:

- **EXPERIENCE VERIFICATION:**
 - **MANDATORY:** Demonstrate competency in operational security.
 - **MANDATORY:** Provide proof of at least 2 years of experience in roles related to physical security, asset protection, or counter-surveillance in corporate or industrial settings, particularly those involving significant risk exposure.
- **HARD SKILLS VERIFICATION:**
 - **MANDATORY:** Pass a standardized knowledge exam consisting of 90 multiple-choice questions, with a minimum passing score of 70%.
- **SOFT SKILLS VERIFICATION:**
 - **MANDATORY:** Submit a case study involving the resolution of 1 scenario tailored to their professional reality, achieving a minimum score of 70%.
 - To resolve the scenario, six ASIS standards must be referenced: “PSC.1 Management System for the Quality of Private Security Company Operations,” “WVPI.1 Workplace Violence Prevention and Intervention,” “RA.1 Risk Assessment,” “ORM.1 Resilience in Organizational Management Systems for Security, Preparedness, and Continuity,” “PAP.1 Security Systems for the Physical Protection of Assets,” and “INV.1 Investigations.”

Security Driver – SD

Job Description Template



This SECURITY DRIVERS job description template is optimized for posting on online job boards or job profiles and is easy to customize for your company.

A contribution to the Human Resources community.

Author: Kevin E. Palacios, MSc. CPO, CPOI, CSSM, CPP, PSP, PCI “CoachSeguridad”

<https://www.linkedin.com/in/coachseguridad/>

Originally published at:

www.EPRM.online

Creative Commons License: You are free to share — copy and redistribute the material in any medium or format, under the following conditions:

Attribution — You must give appropriate credit, provide a link to the license, and indicate if changes were made. You may do so in any reasonable manner, but not in any way that suggests the licensor endorses you or your use.

Non-Commercial — You may not use the material for commercial purposes.

No Derivatives — If you remix, transform, or build upon the material, you may not distribute the modified material.

Security Driver - SD

SAMPLE JOB POSTING

Position Description:

The Security Driver (SD) is responsible for providing safe and efficient transportation for executives, key personnel, and other individuals under protection. The primary objective is to ensure the safety and security of vehicle occupants during all trips, as well as to protect the organization's property and assets. The SD must be prepared to respond to risk situations and possess in-depth knowledge of local routes, defensive driving, and evasive driving techniques.

Responsibilities:

- Provide safe transportation for executives and other personnel, ensuring their well-being at all times.
- Plan and evaluate routes before each trip, considering traffic, road conditions, and any potential risks.
- Maintain professional conduct at all times, representing the organization appropriately during travel.
- Monitor the surroundings during trips to identify potential threats or risks and respond effectively in emergencies.
- Perform daily vehicle checks to ensure it is in optimal working condition and complies with all safety regulations.
- Collaborate with security teams and other drivers to coordinate security plans and incident response.
- Participate in regular training on defensive driving techniques and security protocols.
- Report any incidents or security concerns that occur during trips, documenting relevant details.

Requirements:

- Minimum of 2 years of driving experience, preferably in roles related to security, executive transportation, or similar functions in high-risk environments.
- Certification in defensive driving and vehicle safety techniques is mandatory; additional relevant security certifications are highly valued.
- Certification in first aid and CPR is highly desirable, along with training in emergency response.
- Valid and up-to-date driver's license with a clean driving record and no significant infractions.

POSITION TITLE:

- **Position Title:** SECURITY DRIVER - SD
- **Performance Areas:** The Security Driver is responsible for the safety and well-being of vehicle occupants, implementing proactive security measures during trips. The SD must adapt their approach to the specific needs of each individual under protection. This includes constant environmental evaluation, identifying suspicious behavior patterns, and anticipating potentially dangerous situations.

GENERAL COMPETENCIES

REQUIRED KNOWLEDGE	REQUIRED SKILLS
• Defensive Driving Techniques: Mastery of driving strategies that help prevent accidents and respond effectively to unexpected road situations. This includes handling adverse conditions, using evasive maneuvers, and anticipating the behavior of other drivers.	• Driving Skills: Exceptional driving abilities across various conditions, including heavy traffic, inclement weather, and urban or rural environments. Proficiency in executing complex maneuvers and operating specialized security vehicles is essential.

• Security Protocols: Detailed knowledge of safety procedures required when transporting individuals under protection. This encompasses secure route planning, implementing safety measures during trips, and responding to security incidents. • Traffic Regulations: Familiarity with local, national, and international traffic laws and regulations governing driving. Drivers must understand the consequences of infractions and the importance of compliance to ensure safe and legal transportation. • Emergency Situations Management: Ability to assess and respond effectively to emergencies, prioritizing occupant safety and applying first aid or evacuation techniques as needed. This includes maintaining composure and making informed decisions under pressure.	• Observation and Analysis: Keen ability to maintain constant awareness of the surroundings and detect suspicious or unusual behavior that may indicate a threat. This involves not only monitoring the road but also analyzing the behavior of other vehicles and individuals in the area. • Effective Communication: Skill in communicating clearly and effectively with passengers, security team members, and external authorities. This includes conveying critical real-time information and listening to and addressing passenger concerns. • Technology Proficiency: Competence in using security- and communication-related technologies such as navigation systems, real-time monitoring applications, and emergency communication devices. This includes leveraging these tools to enhance safety and efficiency during transportation.
REQUIRED EXPERIENCE • Minimum of 2 years of driving experience, preferably in roles related to security, executive transportation, or similar functions in high-risk environments. • Participation in training and certifications related to security, personal protection, and defensive driving techniques, ensuring preparedness for both routine and emergency situations. • Previous experience in high-risk driving environments is highly valued, demonstrating familiarity with risk assessment and implementing effective safety measures during transportation.	REQUIRED ATTITUDES • Service Orientation: An unwavering commitment to occupant safety and well-being, prioritizing their needs while delivering high-quality service. This entails a courteous and professional demeanor at all times and a willingness to adapt to client preferences. • Discipline and Responsibility: Strong professional ethics and a sense of responsibility in decision-making. This includes adhering to all safety protocols, maintaining a clean driving record, and being punctual and reliable in fulfilling duties. • Adaptability: Flexibility to adjust to changing situations and respond to emerging security needs. This includes the ability to modify routes or security plans on the go based on incoming information. • Teamwork: Willingness to work closely with other drivers, security teams, and administrative personnel. This involves sharing information, coordinating actions, and maintaining effective communication to ensure a comprehensive approach to security.

SD® A Technical Tool to Measure the Competence of the Security Driver

The Security Driver evaluation process effectively measures specialized competencies in EXECUTIVE PROTECTION, specifically designed for Security Drivers.

SD® Evaluation Criteria

What does the SD® verify?

The SD® is issued centrally from the United States after the candidate successfully passes three levels of verification:

- **EXPERIENCE VERIFICATION:**
 - **MANDATORY:** Demonstrate competency in operational security.
 - **MANDATORY:** Provide proof of at least 2 years of experience in roles related to physical security, asset protection, or counter-surveillance in corporate or industrial settings, particularly those involving significant risk exposure.
- **HARD SKILLS VERIFICATION:**
 - **MANDATORY:** Pass a standardized knowledge exam consisting of 90 multiple-choice questions, with a minimum passing score of 70%.
- **SOFT SKILLS VERIFICATION:**
 - **MANDATORY:** Submit a case study involving the resolution of 1 scenario tailored to their professional reality, achieving a minimum score of 70%.
 - To resolve the scenario, six ASIS standards must be referenced: "PSC.1 Management System for the Quality of Private Security Company Operations," "WVPI.1 Workplace Violence Prevention and Intervention," "RA.1 Risk Assessment," "ORM.1 Resilience in Organizational Management Systems for Security, Preparedness, and Continuity," "PAP.1 Physical Asset Protection Security Systems," and "INV.1 Investigations."

Quick Reaction Force – QRF

Job Description Template



This RAPID RESPONSE FORCE AGENT job description template is optimized for posting on online job boards or job profiles and is easy to customize for your company.

A contribution to the Human Resources community.

Author: Kevin E. Palacios, MSc. CPO, CPOI, CSSM, CPP, PSP, PCI “CoachSeguridad”

<https://www.linkedin.com/in/coachseguridad/>

Originally published at:

www.EPRM.online

Creative Commons License: You are free to share — copy and redistribute the material in any medium or format, under the following conditions:

Attribution — You must give appropriate credit, provide a link to the license, and indicate if changes were made. You may do so in any reasonable manner, but not in any way that suggests the licensor endorses you or your use.

Non-Commercial — You may not use the material for commercial purposes.

No Derivatives — If you remix, transform, or build upon the material, you may not distribute the modified material.

QUICK REACTION FORCE - QRF

SAMPLE JOB POSTING:

Position Description:

Quick Reaction Force (QRF) Agents are highly trained specialists prepared to respond immediately and effectively to any emergency or threat that compromises the safety and well-being of protected individuals. Their primary mission is to act swiftly and precisely to neutralize risks, provide tactical support, and ensure the safety of protectees in high-risk situations.

Responsibilities:

- Respond immediately to any incident that compromises the safety of protectees.
- Execute protection protocols in emergencies, maintaining calm and control during crises.
- Rapidly assess situations and implement containment or evacuation measures as needed.
- Collaborate with other security team members to ensure a coordinated and effective response.
- Continuously monitor surroundings to identify potential threats in advance.
- Participate in regular drills and training sessions to maintain a high level of preparedness and tactical skills.
- Document incidents and relevant activities, providing detailed reports of encountered situations.

Requirements:

- Minimum of 2 years of experience in protection or security roles in high-pressure situations.
- Training in security and protection, preferably with specialization in rapid response or emergency management.
- Physical and mental fitness to handle extreme risk situations.

POSITION TITLE:

- **Position Title:** QUICK REACTION FORCE - QRF
- **Performance Areas:** QRF Agents operate by responding promptly and effectively to emergencies that compromise the safety of protectees. They evaluate and mitigate risks in the environment to neutralize threats preemptively. Their work requires constant communication and coordination with other agents to ensure an organized response during crises. Additionally, they implement security protocols and protection logistics, participating in training and drills to maintain a high level of readiness. QRF Agents document incidents in detail, contributing to the analysis of situations to optimize security procedures and ensure the safety of protectees.

GENERAL COMPETENCIES

REQUIRED KNOWLEDGE	REQUIRED SKILLS
• Advanced Security and Protection: Agents must possess comprehensive knowledge of security principles and practices, including advanced techniques for individual and collective protection. This includes a clear understanding of surveillance fundamentals, defense strategies, and access control protocols. • Crisis and Emergency Management Protocols: Mastery of crisis management protocols is essential,	• Risk Assessment and Rapid Reaction: Agents must excel in evaluating rapidly changing and high-risk situations, making swift decisions, and implementing threat neutralization strategies in seconds. • Effective Communication and Tactical Coordination: The ability to communicate clearly and precisely is critical, especially during crises where every second counts and miscommunication can pose a risk. • Proficiency with Tactical Tools and Equipment: QRF agents must be fully proficient in using tactical

Template description

from the initial threat assessment to active intervention and risk neutralization. • First Aid and Emergency Care: QRF agents must be trained in basic and advanced first aid, including CPR, controlling bleeding, and stabilizing injuries until professional medical assistance arrives. • Security Legislation and Regulations: Agents must be familiar with current security regulations and laws, including local and international legislation governing the use of force, detention, and other legal aspects related to personal protection.	equipment and protective tools, such as radios, monitoring devices, personal defense gear, and physical protection equipment. • Physical Fitness and Resilience: Agents must maintain exceptional physical condition, enabling them to react quickly, move agilely in challenging environments, and perform physically demanding tasks such as evacuation or physical protection of individuals when necessary.
REQUIRED EXPERIENCE • Minimum of 2 years of experience in protection or security roles in high-pressure situations. • Participation in crisis and emergency management, with experience in roles emphasizing coordination and teamwork. • Active involvement in tactical drills and training sessions to enhance preparedness for real-life scenarios.	REQUIRED ATTITUDES • Strong Commitment to Safety and Protection: Agents must demonstrate a profound and genuine commitment to the mission of protecting individuals, showing a readiness to prioritize the safety of protectees even in high-risk situations. • Self-Control and Calmness in Crisis Situations: The ability to maintain composure and self-control is crucial. Agents must act with clarity and objectivity during crises, ensuring emotions do not affect their decision-making. • Proactivity and Problem Anticipation: Agents should exhibit a high degree of proactivity, anticipating potential problems or threats and implementing preventive measures to mitigate them. • Ethics, Professionalism, and Discretion: Agents must maintain the highest degree of professionalism, ensuring confidentiality and discretion in all interactions while respecting the privacy of those under their protection.

QRF® A Technical Tool to Measure the Competence of Quick Reaction Force Agents

The Quick Reaction Force evaluation process effectively measures specialized competencies in EXECUTIVE PROTECTION and is specifically designed for Quick Reaction Force Agents.

QRF®

Evaluation

Criteria

What does the QRF® verify?

The SD® is issued centrally from the United States after the candidate successfully passes three levels of verification:

- **EXPERIENCE VERIFICATION:**
 - **MANDATORY:** Demonstrate competency in operational security.
 - **MANDATORY:** Provide proof of a minimum of 2 years of experience in protection or security roles in high-pressure situations.
- **HARD SKILLS VERIFICATION:**
 - **MANDATORY:** Pass a standardized knowledge exam consisting of 90 multiple-choice questions, with a minimum passing score of 70%.
- **SOFT SKILLS VERIFICATION:**

- **MANDATORY:** Submit a case study involving the resolution of 1 scenario tailored to their professional reality, achieving a minimum score of 70%.
 - To resolve the scenario, six ASIS standards must be referenced: “PSC.1 Management System for the Quality of Private Security Company Operations,” “WVPI.1 Workplace Violence Prevention and Intervention,” “RA.1 Risk Assessment,” “ORM.1 Resilience in Organizational Management Systems for Security, Preparedness, and Continuity,” “PAP.1 Physical Asset Protection Security Systems,” and “INV.1 Investigations.”

Executive Protection Officer – EPO

Job Description Template



This EXECUTIVE PROTECTION OFFICERS job description template is optimized for posting on online job boards or role profiles and is easy to customize for your company.

A contribution to the Human Resources community.

Author: Kevin E. Palacios, MSc. CPO, CPOI, CSSM, CPP, PSP, PCI “CoachSeguridad”

<https://www.linkedin.com/in/coachseguridad/>

Originally published at:

www.EPRM.online

Creative Commons License: You are free to share — copy and redistribute the material in any medium or format, under the following conditions:

Attribution — You must give appropriate credit, provide a link to the license, and indicate if changes were made. You may do so in any reasonable manner, but not in any way that suggests the licensor endorses you or your use.

Non-Commercial — You may not use the material for commercial purposes.

No Derivatives — If you remix, transform, or build upon the material, you may not distribute the modified material.

Executive Protection Officer - EPO

SAMPLE JOB POSTING:

Job Description:

The Executive Protection Specialist is responsible for safeguarding our executives, their information, accompanying property, reputation, and close environment. Work scenarios include local travel, vehicle movements, foot movements, and protecting the executive while within fixed facilities. The EPO will accompany the executive during all hours of activity. They will coordinate with assistants, drivers, and other security team members. The ideal candidate will inspire trust, empathy, discretion, and confidentiality, while demonstrating a high level of technical competence. The position's goal is to ensure the integrity and availability of our executives.

Responsibilities:

- Fulfill objectives specified by the security department manager/coordinator and meet the expectations of stakeholders regarding executive protection.
- Ensure compliance with corporate policies, plans, and local regulations by incorporating them into specific post orders for executive protection.
- Conduct ongoing risk analyses, including advance planning; evaluating personnel, technology, and available methods aligned with the protection goals.
- Patrol facilities regularly to identify potential surveillance operations and collect preventive intelligence.
- Maintain constant vigilance to identify suspicious indicators and prevent disruptive events.
- Possess physical aptitude and skills to respond immediately to various threat scenarios, mitigating potential consequences, including medical emergencies.
- Submit daily activity reports and document significant events.

Requirements:

- At least 1 year of proven, specific experience in a role such as Protector/Escort/Guard/Executive Protection Specialist.
- Excellent knowledge of security protocols and procedures.
- Familiarity with legal guidelines for executive protection.
- Strong communication and interpersonal skills; ethical decision-making, commitment, and reliability.
- High school diploma required.

POSITION TITLE:

- **Position Title:** Executive Protection Officer - EPO
- **Performance Areas:**
 - In many cases, this role is assumed as an additional responsibility by the Security Manager, Security Department Manager, or Security Coordinator (see job description for Operations Manager/Security Coordinator).
 - Team Leadership is typically assigned to a Team Leader/Supervisor, who is usually responsible for close protection duties and maintaining constant contact with the protectee/client/principal.

GENERAL COMPETENCIES

REQUIRED KNOWLEDGE	REQUIRED SKILLS
--------------------	-----------------

• Personnel Security and Business Continuity: Develops, implements, and manages Executive Protection (EP) programs to mitigate security risks and ensure the organization's ongoing viability. • Personnel Security and Business Continuity: Develops, implements, and manages Executive Protection (EP) programs to mitigate security risks and ensure the organization's ongoing viability. • Advanced Work Protocols: Understands and applies advance work across all stages (route planning, transportation logistics, safe shelter, medical relocation, contingency planning, etc.). • Use-of-Force Guidelines: Understands and adheres to compliance with use-of-force guidelines. • Industry Ethical Standards: Acts in alignment with industry ethical standards and maintains due diligence. • Security Technology: Is familiar with security technology. • Regulations and Laws by Jurisdiction: Understands and complies with international, national, state, and local regulations and laws that affect EP (e.g., indemnification, liability, etc.)	• Risk Assessment and Rapid Response: Agents must excel at evaluating rapidly changing, high-risk situations, making quick decisions, and implementing threat-neutralization strategies within seconds. • Effective Communication and Tactical Coordination: Clear and precise communication skills are essential, especially during crises where every second counts and miscommunication can pose significant risks. • Proficiency with Tactical Tools and Equipment: QRF agents must be proficient in using tactical equipment and protective tools, including radios, monitoring devices, personal defense gear, and physical protection equipment. • Physical Fitness and Resilience: Agents must maintain exceptional physical condition, enabling quick reactions, agile movements in challenging environments, and the performance of physically demanding tasks such as evacuation or physical protection of protectees when necessary.
REQUIRED EXPERIENCE • Minimum of 1 year of proven, specific experience as a Protector, Escort, Guard, or Executive Protection Specialist. • Understands and complies with the minimum physical fitness standards required for performing the basic functions and responsibilities of EP within the organization. • Comprehends and adheres to best practices in mental aptitude utilized in the field.	ACTITUDES REQUERIDAS • Confidentiality: Understands and demonstrates the confidentiality required within the EP field. • Effective Communication: Communicates effectively with other executive protection professionals. • Listening Practices: Understands and applies active listening practices. • Cultural Awareness, Diplomacy, and Empathy: Is aware of biases (e.g., cultural bias, racial bias, political neutrality, gender neutrality) and demonstrates diplomatic and empathetic behavior.

EPO® A Technical Tool to Measure the Competence of Executive Protection Officers

The Executive Protection Officer evaluation process effectively measures specialized competencies in EXECUTIVE PROTECTION, specifically designed for Executive Protection Officers.

EPO® Evaluation Criteria

What does the EPO® verify?

The EPO® is issued centrally from the United States after the candidate successfully passes three levels of verification:

- **EXPERIENCE VERIFICATION:**

- **MANDATORY:** Demonstrate competency in operational security.
- **MANDATORY:** Provide proof of a minimum of 1 year of proven, specific experience in roles such as Protector, Escort, Guard, or Executive Protection Specialist.
- **HARD SKILLS VERIFICATION:**
 - **MANDATORY:** Pass a standardized knowledge exam consisting of 90 multiple-choice questions, with a minimum passing score of 70%.
- **SOFT SKILLS VERIFICATION:**
 - **MANDATORY:** Submit a case study involving the resolution of 1 scenario tailored to their professional reality, achieving a minimum score of 70%.
 - To resolve the scenario, six ASIS standards must be referenced: “PSC.1 Management System for the Quality of Private Security Company Operations,” “WVPI.1 Workplace Violence Prevention and Intervention,” “RA.1 Risk Assessment,” “ORM.1 Resilience in Organizational Management Systems for Security, Preparedness, and Continuity,” “PAP.1 Physical Security Protection Systems for Assets,” and “INV.1 Investigations.”

Personal Protection Specialist – PPS

Job Description Template



This PERSONAL PROTECTION SPECIALIST job description template is optimized for posting on online job boards or job profiles and is easy to customize for your company.

A contribution to the Human Resources community.

Author: Kevin E. Palacios, MSc. CPO, CPOI, CSSM, CPP, PSP, PCI “CoachSeguridad”

<https://www.linkedin.com/in/coachseguridad/>

Originally published at:

www.EPRM.online

Creative Commons License: You are free to share — copy and redistribute the material in any medium or format, under the following conditions:

Attribution — You must give appropriate credit, provide a link to the license, and indicate if changes were made. You may do so in any reasonable manner, but not in any way that suggests the licensor endorses you or your use.

Non-Commercial — You may not use the material for commercial purposes.

No Derivatives — If you remix, transform, or build upon the material, you may not distribute the modified material.

Personal Protection Specialist – PPS

EJEMPLO DE PUBLICACIÓN EN BOLSA DE TRABAJO:

Position Description:

We are seeking a highly trained and reliable Executive Protection Officer to join our team. The ideal candidate will be responsible for ensuring the safety and well-being of our high-level executives and their families. This role requires a unique combination of proactive and reactive security skills, a strong professional ethic, and absolute discretion.

Responsibilities:

- Conduct threat assessments, vulnerability analyses, and risk evaluations to anticipate probable loss events and develop effective operational and contingency plans to protect high-impact individuals.
- Design and implement personal security strategies to safeguard executives in the workplace, at home, during personal activities, while traveling, and in transitional zones.
- Coordinate the implementation of physical and technological security measures, including electronic security systems and the protection of confidential data.
- Ensure safety during national and international travel, including secure route planning, escort services, and coordination with local security agencies.
- Maintain constant communication with executives, their families, and other security team members to ensure a seamless flow of information and quick responses to emergency situations.
- Provide security and situational awareness training to executives and their support staff.

Requirements:

- Minimum of 2 years of experience in similar roles.
- Strong knowledge of physical security, technology, and threat intelligence.
- Excellent crisis management and planning skills, with the ability to make informed decisions under pressure.
- Valid driver's license and willingness to travel as needed.
- Absolute discretion and the ability to handle sensitive information confidentially.
- Certifications in executive security, crisis management, and/or first aid are highly valued.

POSITION TITLE:

- **Position Title:** Personal Protection Specialist – PPS
- **Performance Areas:**
 - **Executive Protection Manager/Coordinator:** In many cases, this role is an additional responsibility of the Security Manager, Security Department Manager, or Security Coordinator (refer to job description for Operations Manager/Security Coordinator).
 - **Team Leadership:** Assigned to a Chief/Leader/Supervisor who typically oversees close protection tasks and maintains constant communication with the protectee, client, or principal.

GENERAL COMPETENCIES

REQUIRED KNOWLEDGE	REQUIRED SKILLS
• Advanced Personal Defense and Protection Techniques: Specialists must master a wide range of personal defense techniques, including disarmament, attack neutralization, and effective	• Risk Assessment and Threat Detection: Specialists must excel in identifying potential threats and risks, leveraging detailed observation skills to anticipate and mitigate issues before they arise.

defense methods in confined spaces. • Strategies for Protecting Mobile Individuals: Specialists must understand mobile protection techniques, such as secure route planning, tactical transportation, and escort protocols, to ensure the protectee's safety in any environment. • Emergency and Security Crisis Management Protocols: Complete mastery of emergency protocols is essential, including rapid evacuation, advanced first aid, and crisis control, enabling specialists to respond effectively in high-risk situations. • Legislation and Personal Protection Regulations: Specialists must be well-versed in applicable laws regarding the use of force, personal protection, and privacy rights to ensure all actions are lawful and ethically sound.	• Expertise in Defense and Physical Control Techniques: Practical skills in personal defense and threat control are essential, including techniques for restraint, disarmament, and containment, enabling effective protection in physical conflict scenarios. • Efficient Communication and Team Coordination: Clear and efficient communication is critical for coordinating with other security personnel and keeping protectees informed of necessary measures during crises. • Proficiency in Personal Protection Tools: Specialists must be adept at using protection tools and devices, such as security vests, threat detectors, and communication systems.
EXPERIENCIA REQUERIDA • The physical endurance requirements for the Personal Protection Specialist. • The elements of mental preparedness for the Personal Protection Specialist. • The necessary preparations for advance security. • Obtain certification in Cardiopulmonary Resuscitation (CPR).	ACTITUDES REQUERIDAS • Physical Endurance Requirements: Specialists in personal protection must meet rigorous physical fitness standards to handle the demands of the role, including extended periods of vigilance and rapid physical response during high-risk situations. • Mental Preparedness Elements: Specialists must develop strong mental resilience and focus to maintain situational awareness, make effective decisions under pressure, and manage stress in unpredictable scenarios. • Advance Security Preparations: Proficiency in conducting advance preparations is essential, including route assessments, venue evaluations, and contingency planning to ensure the protectee's safety in any environment. • CPR Certification: Obtaining and maintaining certification in Cardiopulmonary Resuscitation (CPR) is a mandatory requirement to provide immediate medical assistance in emergencies.

PPS® A Technical Tool to Measure the Competence of the Personal Protection Specialist

The Personal Protection Specialist evaluation process effectively measures specialized competencies in EXECUTIVE PROTECTION, specifically designed for Personal Protection Specialists.

PPS® Evaluation Criteria

What does the PPS® verify?

The PPS® is issued centrally from the United States after the candidate successfully passes three levels of verification:

- **EXPERIENCE VERIFICATION:**
 - **MANDATORY:** Demonstrate competency in operational security.
 - **MANDATORY:** Provide proof of a minimum of 1 year of experience in similar roles.

- **HARD SKILLS VERIFICATION:**
 - **MANDATORY:** Pass a standardized knowledge exam consisting of 90 multiple-choice questions, with a minimum passing score of 70%.
- **SOFT SKILLS VERIFICATION:**
 - **MANDATORY:** Submit a case study involving the resolution of 1 scenario tailored to their professional reality, achieving a minimum score of 70%.
 - To resolve the scenario, six ASIS standards must be referenced: “PSC.1 Management System for the Quality of Private Security Company Operations,” “WVPI.1 Workplace Violence Prevention and Intervention,” “RA.1 Risk Assessment,” “ORM.1 Resilience in Organizational Management Systems for Security, Preparedness, and Continuity,” “PAP.1 Security Systems for the Physical Protection of Assets,” and “INV.1 Investigations.”