

# SECURITY DIRECTOR

## Job Description

### Primary Purpose

The primary purpose of the Security Director is to oversee and lead all aspects of safety, security, medical response, parking, and traffic operations for Rockharbor Church. This role is responsible for creating and maintaining a safe, welcoming, and prepared environment for attendees, volunteers, staff, and guests across all church gatherings, events, and future campuses. This role combines leadership, hospitality, pastoral care, operational excellence, and tactical preparedness to support the mission and vision of Rockharbor Church.

### Position Requirements

- High School Diploma required; additional education or certifications in law enforcement, military, emergency management, or security operations preferred.
- Minimum (5) five years of leadership experience in security, law enforcement, military, emergency response, or related field.
- Experience leading volunteers and paid teams.
- Ability to remain calm, decisive, and solution-oriented in high-pressure situations.
- Strong organizational and administrative abilities.
- Ability to maintain confidentiality and exercise sound judgment.
- Strong understanding of emergency response planning, risk management, and safety procedures.
- Experience working with law enforcement agencies, emergency services, and security technologies preferred.
- Ability to demonstrate professionalism, preparedness, integrity, and strong communication.
- Ability to create a positive, team-oriented culture that balances professionalism, hospitality, and servant leadership. Lead with a calm, servant-hearted, and team-oriented approach.



### Ministry Department:

Operations

### Reports To:

Business Administration

Director

### Status:

Full Time, Exempt

(Incl Sundays & Some  
Weeknights)

### Revised:

May 2026

***Rockharbor Church exists to love and lead one another to be devoted followers of Jesus.***

*We encourage each member of our staff team to live this mission through their personal lives and in their work. We value striving for excellence and working together as a team. We believe God has gifted each individual with specific and unique gifts and talents, which He brings together to reach our community and world with the love and message of Jesus!*

## Position Responsibilities

- Lead, oversee, schedule, train, and develop security team members, including volunteers and paid personnel. Provide coaching, encouragement, accountability, and development for team members.
- Provide oversight and leadership to medical response teams, parking teams, shuttle drivers, and traffic flow operations.
- Develop and maintain scalable security systems and operational standards for current and future campuses.
- Maintain and enforce church security policies, procedures, and emergency response protocols.
- Coordinate and oversee concealed carry volunteer teams in accordance with church policy and training standards.
- Maintain relationships and communication with local law enforcement, fire departments, and emergency medical services.
- Lead planning and preparedness for active threat scenarios, medical emergencies, evacuations, severe weather, and other emergencies.
- Provide leadership during incidents and emergencies, including authority to direct response efforts and coordinate with outside agencies.
- Oversee security technology and infrastructure including cameras, access control, radios, medical equipment, traffic systems, and related safety equipment.
- Conduct regular evaluations of security vulnerabilities, risk assessments, and procedural improvements.
- Partner with ministries and departments to support safe and effective church events and gatherings. Create a culture where security and hospitality work together to support the church experience.
- Oversee scheduling and staffing plans for weekends, conferences, special events, and high-attendance services.
- Recruit, onboard, and develop volunteers and leaders within the security and medical ministries.
- Assist in developing annual budgets and equipment planning related to safety and security operations.
- Maintain accurate records related to training, incidents, certifications, scheduling, and disciplinary matters.

## Personal and Spiritual Requirements

Has a growing relationship with Jesus, and has accepted Him as Lord and Savior of their life

Commitment to spiritual, personal and professional growth

Models standards and expectations of Rockharbor Church leadership, including, but not limited to:

- Regular attendance at Rockharbor Church services
- Regular participation in a Community Group
- Partnership through tithing and serving
- Abstaining from smoking, vaping and illegal substances
- Models discretion and positivity in use of social media