



Home Office

JSaRC

Joint Security and Resilience Centre

FIND YOUR FUTURE IN SECURITY

UNLOCK YOUR
POTENTIAL!



SCAN CODE
FOR MORE



OPPORTUNITIES FOR ALL

The Security Sector offers a range of high value jobs for a highly skilled workforce, including opportunities in cyber, physical, and personal security – providing endless opportunities for all!

In 2022, the UK Security Sector turnover growth increased by £3 billion, to £23 billion. The UK is the third largest security exporter in the world - achieving £9.5 billion in exports. The Security Sector is inclusive and is looking for individuals to unlock their potential. Are you ready to start a lifelong career in Security?

Please note: The availability of roles and salaries mentioned in this brochure may vary from region to region.



FOUNDATION EDUCATION

GCSEs

GCSEs / IGCSEs- Thinking about your future career goals will help you choose your GCSEs or IGCSEs.

If you are unsure, a mixture of English, Maths, Science, Languages & computer science subjects will support your future career in Security.

A LEVELS

Studied over 2 years, with over 40 different subjects to choose from. Most A Levels can pave the way to a career in security, however, before deciding on subjects it is important to think about whether you would like to continue your education to an apprenticeship or progress to higher education.

Likewise, if you have a particular security-related career, job, or further study in mind, you may need to choose specific A-Levels to meet entry requirements.

SOFT SKILLS & TRANSFERABLE SKILLS

Most people develop soft skills through everyday life such as solving problems, negotiating, managing their time, and getting on with others. These skills are transferable to work life and are useful to anyone looking to start a career in security.

Examples of Soft Skills



PROBLEM SOLVING



ANALYTICAL THINKING



LOGICAL REASONING



PERSUASION



FLEXIBILITY



DECISION MAKING



LEADERSHIP



TEAMWORK



COMMUNICATION

Transferable skills are skills and abilities that are relevant and helpful across different areas of life: at school, socially and professionally in a workplace. These include listening, research & IT.

From playing sports you will learn the following transferable skills



MOTIVATION



GOAL
SETTING



RESILIENCE

From playing an instrument you will learn the following transferable skills



CONCENTRATION



VERBAL & NONVERBAL
INTERPERSONAL
SKILLS



MULTI-
TASKING

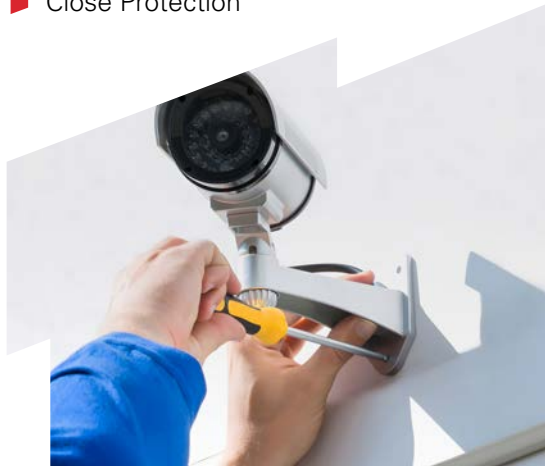
BTECs

Are vocational career-based qualifications and are available to study all over the UK. They are designed for students who are interested in a particular industry or area of work. BTECs are available for all levels of learning.

BTEC qualifications are flexible – you can take one alongside (or instead of) GCSEs and A levels, in schools, colleges or online. You can also undertake a BTEC as part of a wider programme, such as an apprenticeship. There are over 2,000 BTEC qualifications across 16 sectors.

Examples of Security-related BTECs:

- Uniformed Protective Services
- CCTV Operator
- Computing Cyber Security
- Forensic and Criminal Investigation
- Close Protection



T LEVELS

Are qualifications for students aged 16 to 19 who have finished GCSEs and are available to study in England.

They are:

- ▀ Equivalent to 3 A Levels
- ▀ 80% classroom and 20% work
- ▀ Include a 45-day industry placement

Examples of T Level Industry Placements

- ▀ Digital & IT – IT Support (Retail) or IT Support Desk (Legal Firm)
- ▀ Engineering & Manufacturing – Engineering Skills, Maintenance & Installation (NHS).

After completing a type of Foundation Education, you could pursue a security career in roles as varied as

ENTRY LEVEL	INTERMEDIATE LEVEL	SENIOR LEVEL
Dog Handler £16K to £30K per year	Police Constable Dog Handler Transferee £21K to £41K per year	Head of Canine Detection or Explosive Detection Dog Handler £40K to £50K per year
Security Systems Installer £19K to £32K per year	Installation Team Supervisor £35K to £55K per year	Director of a Security Systems Company £65K+
HM Prison Officer £23K to £36K per year (18+)	HM Prison Head of Function £39K to £51K per year	Prison Governor £47K to £75K per year
Investigations Officer £32K to £34K per year	Criminal Investigator Specialist £41K to £49K per year	Lead Civil Investigator £52K to £61K per year

EARN WHILE YOU LEARN

PRE-EMPLOYMENT TRAINING

Skills for Security help 16–24-year-olds get ready for an apprenticeship or a job; if they do not yet have the skills or experience needed.

Benefits include



SALARY



WORK
EXPERIENCE



EMPLOYABILITY
SKILLS

Skills for Security offer bespoke pre-employment training, that range from 5-14 weeks and prepare you for a career in the security sector.

For more information, please visit: www.skills4security.com.



APPRENTICESHIPS

Top five benefits of completing an apprenticeship

- ▀ Kickstart your career
- ▀ Earn while you learn - debt free
- ▀ Receive recognised qualifications
- ▀ Develop your skills
- ▀ Build a professional network including mentors & patrons

Apprenticeship Breakdown

LEVEL	EQUIVALENT EDUCATIONAL LEVEL	EXAMPLE	INDICATIVE SALARY
Intermediate (Level 2)	GCSE	Professional Security Operative	£18K+ per year
Advanced (Level 3)	A Level	Security first line manager apprentice	£28K+ per year
Higher (Level 4 and 5)	Foundation degree and above	Cyber Security Technician apprentice	£31K+ per year
Degree (Level 6 and 7)	Bachelor's or master's degree	Metropolitan Police Service - Police Constable Degree Apprentice	£36K+ per year

Did you know that the Security Industry Authority (SIA) is the regulator of the UK's private security industry?

The Security Industry has never been so important in society as it is today. Rising crime, anti-social behavior and increased terror threats are increasing the need to manage risk and protect people, places, and property across the UK community. During the pandemic, the private security industry helped to maintain public protection and safety and industry workers played a key role in keeping our nation safer.

Private security officers work in distinct roles such as Door Supervisors, Security Officers, Close Protection Officers, Vehicle Immobilisation Operatives (Northern Ireland only), Key Holders, or as CCTV operatives. Security Officers work in all kinds of settings ranging from retail, on nuclear facilities, or within healthcare environments, to corporate offices, to transport hubs, at festivals and events.



The requirement to work in the private Security

If you are eighteen and above, an entry level training course, a right to work and a criminal record check must be passed to obtain a licence from the Security Industry Authority (SIA), who are the industry regulators. A licence is required to work in a front-line industry role, but not for non-front-line roles, or as key holder. More information can be found here about SIA licenced-linked training:

Get Licenced - SIA & Security Training Courses Across the UK
www.get-licensed.co.uk

Working in the industry can be extremely rewarding and many opportunities exist to achieve career progression. Some of those opportunities may involve developing security knowledge and skills to provide specialist security guidance, or supervising, managing other security operatives, or leading operations at a particular client site, or event.

There are a variety of apprenticeships that can grant you a SIA licence – for example:

LEVEL	EQUIVALENT EDUCATIONAL LEVEL	EXAMPLE	INDICATIVE SALARY
Level 2	SIA licenced	Private Security Officer	£20K+ per year
Level 3	SIA licenced	Close Protection Operation	£35K+ per year

Undertaking a security related apprenticeship could lead you to working in varied roles, such as

ENTRY LEVEL	INTERMEDIATE LEVEL	SENIOR LEVEL
Apprentice Security Office Administrator £18K to £23K per year	Project Management Level 4-6 £21K to £35K per year	Senior Leader Level 7 £45K to £50K per year
Government Operational Delivery Apprenticeship (Level 3): Border Force Officer £21K to £31K per year	Borders and Enforcement Detention & Escorting Service Delivery Manager £54K to £60K per year	Director of Operational Planning Border Force, Operations £73K to £83K per year
Cyber Security Technologist Apprenticeship (Level 4): Cyber Security Apprentice £20K+ per year	Associate Advisory Security Architect £35K to £40K per year	Digital Security Architect £80K to £110K per year
Police Constable Degree Apprenticeship (Level 6): Police Constable £23K to £33K per year Resulting in an BSc (Hons) degree in Professional Policing Practice	Police Sergeant £31K to £47K per year	Chief Inspector £42K to £63K per year

Did you know that many Government jobs and apprenticeships include attractive benefits such as

- ▀ Mental health and Well-being Support through the Employee Assistance Program (EAP)
- ▀ Positive Employee Recognition - monthly or quarterly awards
- ▀ A Civil Service Pension
- ▀ Free annual eyesight tests for employees who use computer screens.
- ▀ Seasonal Travel Ticket Advance & Cycle to work scheme
- ▀ Retail vouchers/discounts on a range of goods & services
- ▀ Paid maternity, paternity, adoption, and sick leave
- ▀ Childcare Support.

HIGHER EDUCATION



UNDERGRADUATE DEGREES

A large majority of undergraduate degrees last three years and feature a combination of seminars, workshops, and lectures, that are all made up of different modules.

Examples of security-related undergraduate degrees

Politics BSc (Hons)

Computer & Digital
Forensics BSc (Hons)

International Relations,
Politics & Security Studies
BA (Hons)

Intelligence & Cyber
BA (Hons)

Language & Linguistics
BSc (Hons)

Strategy, Intelligence
& Security BA (Hons)

Crime & Security Science
BSc (Hons)

Risk & Security
management BSc (Hon)

Criminology with Security
BSc (Hons)

Forensic Science with
Criminology BSc (Hons)

Global Security and Borders
BSc (Hons)

Security, Intelligence
& Investigative Practice
BSc (Hons)

Security Management
BSc (Hons)

Forensic Science
BSc (Hons)

Cyber Security & Digital
Forensics BSc (Hons)

Forensic Investigation
BSc (Hons) or Analytical

POSTGRADUATE DEGREES

Can range from a variety of qualifications and are usually completed after an undergraduate degree.

Examples of security-related master's degrees

Security & Intelligence Studies MA

Defence & Security
(Leadership and Management) MSc

Economy, State & Society:
Politics & Security MA (International)

Crime, Policy, & Security MSc

Organised Crime & Global Security MA

Internet Engineering MSc

Artificial Intelligence MSc

Digital Forensics MSc,
Security & Terrorism MA

Digital Forensics Investigation MSc

Crime & Forensic Science MSc

Examples of security-related PhDs

MPhil/PhD Security
& Intelligence Studies

Security Studies & MPhil/PhD
Security & Crime Science

PhD/MPhil Criminal Justice & Forensics

PhD Intelligence

Forensic & Investigation Sciences
MPhil/PHD

PhD Political Science



SECURITY INDUSTRY PLACEMENTS

Industry placements develop positive attitudes and behaviours as well as expanding practical skills. A variety of placements and internships are available in the security sector, such as:

- Digital Data and Technology (DDaT) SDIP
- Airbus: UK Industry Placement
- Leonardo: Summer Placement



SCAN TO
LEARN MORE

After completing a type of Higher Education, you could pursue security roles as varied as

ENTRY LEVEL	INTERMEDIATE LEVEL	SENIOR LEVEL
<p>Criminologist £23.5K to £36K per year</p>	<p>Senior Policy Advisor: Gov, Police or Probation £32K to £61K per year</p>	<p>Government Chief Security Officer £54K to £70K per year</p>
<p>Cyber Intelligence Officer £25K to £50K per year</p>	<p>Specialised Cyber Security £69K to £80K per year</p>	<p>Head of Cyber Security £96K to £103K per year</p>
<p>IT Security Co-ordinator £35K to £60K per year</p>	<p>Information Security Manager £35K to £80K per year</p>	<p>Chief Information Security Officer £58K to £90K per year</p>
<p>Forensic Computer Analyst £35K to £60K per year</p>	<p>Digital Forensics Lead £55K to £95K per year</p>	<p>Digital Forensics Principal £68K to £100K per year</p>
<p>Physical Security Advisor £32K to £45K per year</p>	<p>Physical Security Manager £41K to £48K per year</p>	<p>Head of Profession for Physical Security £63K to £86K per year</p>

REAL LIFE SECURITY CASE STUDIES



**CORRIE
STEWART**

**Training and Development
Manager ,
CSS LTD**

**Year started in Security sector
2013**

**Previous experience or
level of qualifications**
NC Electronic & Electrical
Engineering and Pre-apprentice
Electrical Engineering

SECURITY EXPERIENCES

When I first started in the industry, I worried that the engineers wouldn't take me seriously or treat me the same as the male apprentices. This was because there has always been a stereotype regarding females in trades. I didn't appreciate it as much as I do now, security is needed everywhere and will always be needed.

Throughout my apprenticeship, I had very supportive employers, engineers, and lecturers. Which has continued through even until today including additional training, one to one support and the occasional pep talk. I have been very lucky and had amazing people around me, who always treated me as an equal.



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My mum had always said getting a trade would be the best thing you can do; you'll have a job for life. Although no one really knew what the security sector was. At first, they thought I was training to be a security guard; however, the sector is full of varied opportunities available for all.

HIGHLIGHTS AND ADVICE

What has been the most memorable or challenging experience?

Most challenging was running a building site for the first time, for all disciplines, from start to finish. This even included supporting a female apprentice.

Most memorable was competing at IFSEC 2017, in the Engineers of Tomorrow Installation. Since then, I have always supported any apprentices taking part in the competition.

What skills would you say are the most important for the security industry?

I personally believe the ability to work independently, good communication skills, taking ownership as well as pride in your work, and the desire to learn are all important. If you have these skills and are enrolled on an apprenticeship with the correct support, everything else will fall into place.

What advice would you give to anybody starting a career in security?

A career in the security sector can be a career for life - if you want it to be! There are so many avenues, you can go down. Everybody starts their career at the bottom - it's up to you how far you want to go! It's a very varied sector and every day is different. I would advise any apprentice to take on board as much knowledge from your peers as possible. This will help shape you, and one day you will be able to pass your knowledge on too.

What do you hope to achieve during the next 10 years of your career?

I hope to continue being more involved in helping the future generations of engineers, not just within Connelly Security Systems Ltd but also externally. I think it's important to attract the right people to this great industry - with the aim of one day closing the skill gap!

REAL LIFE SECURITY CASE STUDIES



JOSH

**Acting Higher Officer,
Border Force, Home Office**

**Year started in Security sector
2013**

**Previous experience or
level of qualifications**
B-Tec National Diploma (Sport),
GCSES

SECURITY EXPERIENCES

I joined Border Force in 2013, starting as an Assistant Officer, where I worked in the Freight district at Heathrow Airport. As a customs officer, I was looking for goods that are prohibited or restricted from entry into the UK. I have also worked within the Dog Unit, Counter Terrorism Team, and Counter Proliferation Team.

I got promoted to Officer grade in 2016 and started working in Immigration. In 2018, I started a temporary coverage allowance as a Higher Officer, where I was managing Officers and making decisions in Immigration. In 2020, I was offered a permanent Higher Officer Role but turned it down to move to Brussels, Belgium as an Officer - where I work now in Immigration on the Eurostar service to the UK. Since 2023, I have started another temporary coverage allowance as a Higher Officer in Brussels.

HIGHLIGHTS AND ADVICE

Why did you join Border Force?

I joined Border Force because I wanted to be a Police Officer. At the time the Police were not recruiting, so I decided to join Border Force to gain more experience in Security. Upon joining Border Force, I enjoyed working in Customs and decided to expand my experience in a role that I enjoy.



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Take every opportunity offered to you for development. This can be more than just ‘a job’ this is a career, with extensive career progression if you want to push yourself.

What sort of training have you undertaken since working in Border

While working at Border Force I have gained my C1 driving licence, which allows me to drive some of the Border Force vehicles. I am trained to drive Airside at Heathrow – this training teaches you to avoid crashing into planes! I have also participated in forgery detection training – where I have learnt about a range of identification documents used at the Border and how to spot an imposter!

The best course I have undertaken while working for Border Force is a Firearms Make Safe Course – this taught me how to ensure weapons cannot be fired, if one is found at the Border.

How do you find balancing work and your personal/family life?

It can be hard - since I work lots of different shifts, including weekends. One piece of advice is to make sure that you use your time off well. I plan to go out at the weekends, while spending time with my family during the week. Always ensure to make times to see your friends and take part in hobbies.

What are the key challenges in your job?

Due to world events, operational Officers must be able to handle change well and at short notice. This requires me to be able to remain calm in stressful situations.

Communication is a two-way process - I always remind myself that you have two ears and one mouth. This means that you should listen twice as much as you speak. This will help you to improve communication skills, when dealing with tasks under pressure.

Are there many diverse, career opportunities available to enter this field?

When you join Border Force, there can be many career opportunities available to you. These include Immigration work, Customs work, Dog Teams, Intelligence, and Overseas opportunities.

REAL LIFE SECURITY CASE STUDIES



STEVEN COULTER

Regional Director,
North Fortus UK

**Year started in
Security sector**
2000

**Previous experience or
level of qualifications**

GCSE's (English, Maths, Physics, Chemistry, Computing, French, Physical Education & Modern Studies)

Apprenticeship - SQA Level 3 Security Technician.
2000 – 2004

SECURITY EXPERIENCES

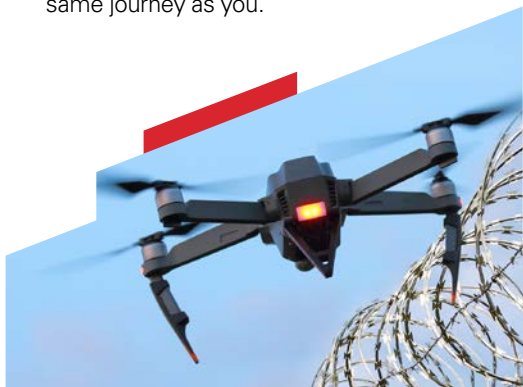
When I was younger, I had family members who worked within security. This meant that from an early start, I knew that I wanted to undertake an apprenticeship. I started my career as an installation apprentice and upon completion, I became an engineer, where I trained my own apprentice.

I had the opportunity to move into the sales & surveying side of the industry, giving me the experience of installing and servicing the equipment supplied to surveying sites for installations and selling designs to the end user.

After 12 years, I moved to manufacturing - selling products to the installers through the distribution channel. A couple of years later, I moved to work for Honeywell and working with this global manufacture for five years, giving me

experience in the corporate environment. This role provided me with the different perspectives on how a national company works compared to a large multinational organization; further shaping and enhancing my skills and knowledge.

From working in security, I have also learned the importance of relationship building. Which has helped me to achieve my goals - either via sales opportunities or job opportunities. Security is an industry where you will make friends for life, who are on the same journey as you.



HIGHLIGHTS AND ADVICE

In 22 years, you must have done lots of interesting work. What has been your most challenging?

My most challenging was starting a new branch in Scotland for my current employer, Fortus. I had to find the unit, the staff, organise the fit out, provide the correct stock profile to determine the amount stock held on location and then make the site profitable as soon as possible; by opening new accounts and bringing new customers on board.

Have you had lot of opportunities to advance your education?

In my current role I have been supported by employer, Fortus, with funding to complete an Institute Leadership Management (ILM) Level 5 in Leadership, to help improve my ability to lead multiple teams.

Have you received any benefits or perks from working in the security sector?

Benefits include the salary, car, phone, pension, and if in sales - commission is very competitive. As my experience shows, there is absolutely the ability to progress and improve into different sectors in the industry such as, installation, service, sales etc. Another positive from working in the sector meant that I was able to get my first mortgage not long after becoming a time served engineer.

How do you find balancing work and your personal/family life?

I have two young children – I find the biggest and most important thing is communication. This has helped my family find work life balance, since sometimes I must travel away as required for work. Sometimes I have responsibilities, such as completing the school run. Which requires me to work closer to home - I would say I am fortunate that my employer is very accommodating in this regard.

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I chose an apprenticeship because I believed it would give me a skillset that I could use to forge a lifelong career - that allowed me to earn money while training, even if I decided to change roles or industries.

THREE REASONS WHY CHOOSING A LIFE-LONG CAREER IN SECURITY CAN MAKE A DIFFERENCE!

1

Bolstering public safety
from potential threats

2

Assisting those in need through securing their
money, personal data, privacy, and way of life

3

Making a difference in real time,
where it matters most



SCAN TO FIND OUT MORE
ABOUT YOUR FUTURE!



www.jsarc.org



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