



**The University of Zululand subscribes to the principles embedded in the
Employment Equity Act**

(RE-ADVERTISEMENT)

**PROTECTION SERVICES DEPARTMENT
DIRECTOR
REFERENCE NUMBER: 2018/08/RP01**

The University of Zululand invites applications for the position of Director: Protective Services Department (PSD). The Director: Protection Services has an overall responsibility for providing leadership and strategic direction to ensure successful delivery of Protection Services.

The purpose of this position is to ensure successful delivery of the key performance areas of Protection Services Department at both KwaDlangezwa and Richards Bay Campuses of the University of Zululand.

KEY PERFORMANCE AREAS

- Developing and executing Protection Services strategy that is in sync with the university's vision, mission and strategic plan.
- Management of contracted and in-house security officers.
- Conducting security vulnerability assessment and developing and implementing mitigation strategies to ensure the safety of personnel, visitors, students and assets.
- Advising university management about the security implications of their decisions.
- Developing and implementing crime prevention strategies in relation to students residing both on and off campuses.
- Developing and implementing policies and procedures to ensure effective access and egress control at the two campuses of University of Zululand.
- Developing protocols to ensure effective management of students protests.
- Ensure that all reported criminal cases and incidents are effectively investigated
- Manage the departmental budget in line with the university's policies.

MINIMUM REQUIREMENTS

- Bachelor's Degree in Security Risk Management, Policing or Criminology.
- Valid Grade A, Private Security Industry Regulatory Authority (PSIRA) registration.
- Valid driver's licence.
- A minimum of 15 years in security risk management and or law enforcement environment with at least 5 years being in management experience.
- Willingness to work long hours especially during crises, and to be on standby for emergencies taking place on campus.

RECOMMENDATIONS

- Safety Management Course (SAMTRAC) offered by NOSA.
- Knowledge of how the criminal justice operates.
- Management Development Program (MDP).
- Possession of a Masters or Doctoral Degree in relevant field
- Experience in employing technologies to provide safety and security

EXPERIENCE AND SKILLS REQUIREMENTS

Knowledge:

- Relevant security legislations such Criminal Procedure Act, Control of Access to Public Premises and Vehicles Act,
- Safety at Sports and Recreational Events Act, Occupational Health and Safety Act, Higher Education Act, etc.);
- Knowledge of security management principles and crime prevention strategies;
- Project Management principles;
- Financial management principles;
- Risk Management;

Skills:

- Business acumen.
- High level of demonstrated professionalism and integrity
- Communication and interpersonal skills;
- Relationship management;
- Planning and reporting skills;
- Time management and leadership skills
- Conflict management skills
- Organised and systematic approach to problem solving

CLOSING DATE: 16 September 2018

All applications must include the following which are critical in evaluating applicants

received:

- (a) A Self - Evaluation by the applicant of his/her ability for the appointment;
- (b) An application form;
- (c) A detailed Curriculum Vitae;
- (d) Certified copies of all academic qualifications, ID; and
- (e) Names and contact details of at least three contactable work related referees (one must be a current or recent superior).

The University reserves the right not to make an appointment.