AN EXTRAORDINARY OPPORTUNITY TO WORK IN A WORLD CLASS ORGANIZATION

The Port Authority of New York & New Jersey (PANYNJ) is recruiting nationally for a First Deputy Chief Security Officer with a verifiable and highly successful track record with government/private sector experience in large and complex physical security management, force protection, operational planning, tactics, command, and leadership. This highly skilled candidate must bring instant value added with a reputation for inclusive and transparent leadership; who will build on the Port Authority’s momentum, capitalize on continued growth, and set dynamic strategies to support opportunities for PANYNJ to move forward. Serving at the pleasure of the Chief Security Officer (CSO), the First Deputy Chief Security Officer will work with an impressive leadership team and together oversee a staff of over 2,000 sworn law enforcement officers, with an additional 1,400 contract security officers, as well as civilian security personnel representing jurisdictions in both New York and New Jersey that includes the following functions: emergency management, cyber security, security project management, security operations across all transportation businesses, and public safety. The 2019 operating budget is approximately $660 million with an additional capital projects budget of $900 million over the next ten years.

NEW YORK CITY

There is no more iconic city in the world than New York City. Those fortunate enough to live in the Big Apple vow that they wouldn’t want to be anyplace else. And for good reason!

Songs have been sung about it, stories have been written about it, and film and television use the city as an awesome backdrop to their plots. New York City has something for every taste. From incredible art galleries and museums to
some of the world’s best restaurants, New York’s many offerings are well known to most visitors. New York is a vibrant, charming, and predictably unpredictable city that engenders passion among locals and envy among visitors.

Most people realize that New York is a city in constant motion, with upscale new hotels, cool restaurants and bars, and attractions opening at eye-popping speeds. In the past year alone, the city has seen major openings like the Whitney Museum of American Art’s new home designed by Renzo Piano; stunning new accommodations like the Baccarat Hotel, the New York Edition, and 1 Hotel Central Park; and fun additions that diners are enjoying, like Gabriel Kreuther and the Clocktower. Whether you want to check out the best artisanal shops in the most up-and-coming neighborhoods or visit a local market or sports venue, New York City has you covered.

It’s virtually impossible to list the many benefits of living in the city that never sleeps, but suffice it to say that you could do something different every day for years.

Museum goers flock to the Metropolitan Museum, the American Museum of Natural History, The Whitney, and a plethora of others. There are approximately 100 museums in New York City, something to suit every taste.

For those who love live theater, there is no better city in the world. There are Broadway and Off Broadway shows every day of the week ranging from comedies to drama to musicals, starring some of the most notable names in show business.

New York City also boasts some of the finest restaurants in the world. Bleeker Street Pizza has been named the best pizza in the city, Mamoun’s Falafel is the oldest falafel restaurant in New York, and Molly’s Cupcakes won the Food Network’s Cupcake Wars. For fine dining, you will find offerings by celebrity chefs including Restaurant Daniel, Le Bernardin, Le Cirque, and the venerable Delmonico’s. A visit to the Russian Tea Room is a fun experience, and you can never go wrong with a burger at the Shake Shack.

There are music venues featuring musical acts from around the globe, from classical, to Indie, to rock and roll. Musicians flock to the city to try and grab their big break. Because, as they say, “If I can make it there, I’ll make it anywhere!” You’ll find opera in Javits Center, saxophone solos in the subway, and Doo-wop out on the streets.

For sports fans, New York City is home to the headquarters of the National Football League, the National Hockey League, the National Basketball Association, Major League Baseball, Minor League Baseball, the National Women's Soccer League, and Major League Soccer.

There have been fourteen World Series championship series between New York City teams, in matchups called Subway Series. New York is one of only two cities (Chicago being the other) and one of four metropolitan areas (the Los Angeles and San Francisco Bay areas) to have two baseball teams.

The city’s two current Major League Baseball teams are the New York Yankees and the New York Mets.

Football is the city’s second most followed sport, slightly trailing baseball. The city is represented in the National Football League by the New York Giants and New York Jets. Basketball is one of the most widely played recreation sports in the city, and professional basketball is also widely followed. The city’s National Basketball Association teams are the long-established New York Knicks and the Brooklyn Nets. Because of the city’s strong historical connections with both professional and college basketball, the New York Knicks’ home arena, Madison Square Garden, is often called the “Mecca of basketball.”
ABOUT THE PORT AUTHORITY OF NEW YORK & NEW JERSEY

The Port Authority of NY & NJ builds, operates, and maintains critical transportation and trade assets. Its network of aviation, rail, surface transportation, and seaport facilities annually move millions of people and transports vital cargo throughout the New York/New Jersey region. The Port Authority also owns and manages the 16-acre World Trade Center site, home to the iconic One World Trade Center. The Port Authority of NY & NJ operates the world's busiest airport system – John F. Kennedy International, Newark Liberty International, LaGuardia, Stewart International, and Teterboro airports.

The Port Authority’s airports produce revenues of $2.4 billion and are staffed by more than 1,500 aviation professionals (70% unionized operations and maintenance staff) from the Port Authority, along with thousands of contracted staff.

In 2018, the agency's airports handled a record 137.9 million passengers and 2 million tons of cargo.

MISSION
To protect the Port Authority's customers, the general public, employees, and critical infrastructure by developing, implementing, and managing programs and projects that preserve life and property, increase safety and security, and support the Agency's business objectives by strengthening our resilience and continuity of operations.

VISION
Provide the highest quality public safety, facility security operations, security program management, emergency management, and airport rescue and firefighting training and discipline services that are adaptable to ever-changing threats and risks, and reflect the most advanced techniques and best practices in the industry.
OFFICE OF THE CHIEF SECURITY OFFICER

The Office of the Chief Security Officer (OCSO) is a critical asset of the Port Authority mission, responsible for providing the highest quality public safety, facility security operations, security program management, emergency management, and airport rescue and firefighting training and services. Together, over 2,000 sworn law enforcement officers, as well as contract security officers and civilian security personnel ensure the safe movement of the Port Authority’s customers, partners, employees, and stakeholders every day.

The Office of the Chief Security Officer is led by the Chief Security Officer and First Deputy Chief Security Officer who oversee the functions of the Port Authority Police Department and security professionals who are tasked with keeping customers, employees, and facilities safe and secure. These executives oversee all security initiatives and programs at the Agency’s facilities.

At the core of their responsibilities is to provide the highest quality public safety, facility security operations, security program management, cybersecurity, emergency management, and airport rescue and firefighting training and services that are adaptable to ever-changing threats and risks, and reflect the most advanced techniques and best practices in the industry.
<table>
<thead>
<tr>
<th>Category</th>
<th>Locations</th>
<th>Details</th>
</tr>
</thead>
</table>
| Airports                       | • John F. Kennedy International Airport  
  • LaGuardia International Airport  
  • Newark Liberty International Airport  
  • Stewart International Airport  
  • Teterboro Airport              |                                              |
| Trans-Hudson Tunnels and Bridges| • Bayonne Bridge  
  • George Washington Bridge  
  • Goethals Bridge  
  • Holland Tunnel  
  • Lincoln Tunnel  
  • Outerbridge Crossing           |                                              |
| Bus Stations                   | • George Washington Bridge Bus Station  
  • Journal Square Transportation Center  
  • Port Authority Bus Terminal     |                                              |
| Port and Marine Terminals      | • Brooklyn-Port Authority Marine Terminal  
  • Elizabeth-Port Authority Marine Terminal  
  • Howland Hook Marine Terminal  
  • Port Jersey-Port Authority Marine Terminal  
  • Port Newark                     |                                              |
| Trans-Hudson Rail System (PATH)| • 13 stations                                                             |                                              |
| World Trade Center Campus      | • 16-acres of mixed use space                                            |                                              |
THE POSITION

The First Deputy Chief Security Officer is an at-will position reporting directly to the Chief Security Officer. This position, serving as the second in command, will have the full authority to lead and manage at the highest levels in order to direct the development of comprehensive security and emergency management strategies, programs, and measures to assess and mitigate risk and ensure the safety and security of all Agency operations and critical transportation infrastructure. The First Deputy CSO supports the CSO in developing and implementing a comprehensive agency strategy to secure The Port Authority of NY & NJ from threats to the safety and security of our patrons, employees, surrounding communities, and the facilities the PANYNJ operates and manages. The First Deputy CSO will work with the CSO to establish and integrate all aspects of public safety and police operations with an agency-wide security program extending from prioritization and integration of security related technology systems and capital engineering projects to development and coordination of components that form a security preparedness plan affecting the Port Authority’s facilities and assets.

The First Deputy Chief Security Officer will share leadership over the following specific responsibilities:

- Managing and overseeing the Agency’s security function including physical security and safety of employees, customers, assets, and facilities;
- Advising the Executive Director and other senior executives regarding assessment of potential threats, development of plans and projects aimed at improving preparedness and response to corporate level security operations;
- Directing the strategic planning of the safety and security function to ensure appropriate plans, strategies, and resources are in place to meet agency goals;
- Overseeing and coordinating security efforts across the enterprise, including cybersecurity and information technology, human resources, communications, legal, facilities management, and other groups to identify security initiatives and standards;
- Directing staff in identifying, developing, implementing, and maintaining security processes, practices, and policies throughout the organization to reduce risks, respond to incidents, and limit exposure and liability in all areas of information, financial, physical, personal, and reputational risk;
- Leading and implementing a multi-layered security approach to protect the Agency's customers, the general public, and critical infrastructure;
- Providing oversight and direction to the Agency's emergency management program to ensure the Port Authority has the resources, training, and capability to prepare for, respond to, recover from, and mitigate against all hazards;
- Providing oversight and direction to the Agency’s cyber security program;
- Directing the development, implementation, and management of programs that preserve life and property, increase safety and security and support the Agency’s business objectives;
- Initiating, facilitating, and promoting activities to foster security awareness within the organization;
- Evaluating security trends, evolving threats, risks, and vulnerabilities and apply tools to mitigate risk as necessary;
- Managing the development and implementation of Agency security policy, standards, guidelines, and procedures to ensure ongoing maintenance of security;
- Identifying security goals, objectives, and metrics consistent with the Agency’s strategic plan;
- Working with senior leadership to prioritize security initiatives and spending based on appropriate risk management and/or financial methodology;
- Overseeing incident response planning as well as the investigation of security breaches, and assist with disciplinary and legal matters associated with such breaches as necessary;
- Oversight of periodic multi-hazard risk assessments across all Agency assets and prioritize risk to guide the Agency security investments; and
- Maintaining relationships with local, state, and federal law enforcement and other related government agencies.
THE IDEAL CANDIDATE

The ideal First Deputy Chief Security Officer will have **verifiable experience** in successfully completing projects of importance that require in-depth evaluation and consensus building within administrative and operational environments. In addition, the ideal candidate will have extensive knowledge in the security arena or public safety environment, including establishing broad security strategies, policies, guidelines, standards, and protocols. The successful candidate will have experience developing and implementing physical security and emergency management programs required to ensure business continuity. Although not often deployed, experience overseeing the investigation of alleged criminal activity and/or misconduct and other security related incidents is essential.

As a result of the key nature of this position to the organization, PANYNJ seeks to attract highly qualified candidates for consideration that bring a balanced approach to the organization’s security and emergency preparedness needs. An adaptive leadership style with exceptional administrative, communication, interpersonal, and relationship-building skills are critical for success in this high-level position. As a very strong manager of resources, the First Deputy Chief Security Officer will have the ability to address day-to-day operational and personnel related issues with a keen and uncommon ability. Top candidates for consideration will have prior management experience in an organization that promotes best practices and have a **proven track record of developing comprehensive security and emergency preparedness strategies, programs, and measures including experience with detection, security technology, active shooter, and improvised explosive devices.**

Other skills and attributes desired in the ideal candidate include:

- Extensive experience in progressively responsible senior level positions in the field of law enforcement and/or security;
- Superior leadership abilities acquired through demonstrated record of increasingly responsible jobs;
• Demonstrated experience successfully directing a large-scale operation with demonstrated success in achieving results through working with internal and external entities;
• Must be an articulate and highly skilled professional whose knowledge extends beyond the traditional aspects of law enforcement or security planning;
• Articulate and persuasive leader who can serve as an effective member of the senior management team and who is able to communicate security-related concepts to a broad range of technical and non-technical staff;
• Demonstrated ability to manage incidents by applying emergency management principles (preparedness, mitigation, response, and recovery) and the Incident Command System;
• Demonstrated working knowledge of cyber defense tools and monitoring systems to better prepare the Agency against cyber intrusion;
• Demonstrated ability to develop a strategic vision and comprehensive plans and objectives;
• Demonstrated experience managing a large-scale multi-dimensional security function and operation involving a diverse workforce at the executive level;
• Demonstrated strong working knowledge of pertinent laws and the law enforcement community;
• Should have experience with business continuity planning, auditing, and risk management;
• Proven track record to perform effectively under pressure and to resolve conflict situations constructively;
• Demonstrated ability to manage conflict, build consensus, and facilitate problem solving and collaboration among various stakeholders;
• Strong decision-making, critical thinking, and problem-solving skills;
• Ability to lead, motivate, mentor, and develop staff;
• Strong interpersonal skills with demonstrated ability to interact effectively with the workforce at all levels as well as external constituents;
• High level of integrity, trust, and dependability with a strong sense of urgency and results orientated work ethic; and
• Exceptional communication and presentation skills.

**Personal characteristics and attributes will include having or being:**
• An excellent facilitator;
• An engaging, highly collaborative personality with a results-oriented approach;
• A calculated risk-taker willing to step out beyond the norm;
• High integrity and an open and approachable management style;
• Ability to build trust and relationships;
• Strategic thinking, planning, and process improvement skills;
• Emotional maturity to understand impact and sensitivity of security issues;
• An active leader in the profession by “setting the direction” and “charting the course”; and
• An optimist with a “can-do” attitude.

In summary, the successful candidate will have the ability to lead and manage the varied and robust needs of a large, complex organization to address both the security and emergency preparedness needs with an approachable, honest, and forthright manner.

QUALIFYING EDUCATION AND EXPERIENCE

A Bachelor’s degree from an accredited college or university is required. An advanced degree and public sector experience is highly desirable. This position requires 10 years of experience in a senior security management position, including three to five years of experience in a significant security and/or emergency management leadership role. Combined public sector and private sector corporate security experience is desirable. Experience with a large government agency is an added plus.

PANYNJ leadership will work in concert with Ralph Andersen & Associates to reserve the right to determine the best combination of education and experience required for the First Deputy Chief Security Officer.

COMPENSATION

The salary is negotiable depending on qualifications and experience. In addition, PANYNJ offers a comprehensive and generous benefits package including retirement. PANYNJ may offer relocation assistance to the selected candidate.
TO BE CONSIDERED

This is a confidential process and will be handled accordingly throughout the various stages of the process. References will not be contacted until mutual interest has been established. To be considered, candidates should apply by Monday, August 12, 2019 by submitting a compelling cover letter, comprehensive resume, and six professional references via email to apply@ralphansersen.com. This position is open until filled; however, candidates are encouraged to apply early in the process for optimal consideration. This recruitment may close at any time once a strong pool of candidates is received.

Initial evaluation of submitted materials will be conducted by Ralph Andersen & Associates to determine the best overall match with the established criteria as outlined in this recruitment profile. The evaluation and selection process may consist of a supplemental questionnaire and/or written exercise(s) to further evaluate relevant experience and overall suitability for this position. Candidates will also be introduced to others in leadership positions throughout PANYNJ at a later stage of the screening process. Only the most qualified candidates, as determined by the screening process, will be invited to an interview.
Ideally, the First Deputy Chief Security Officer will join the organization in October (or sooner), or at a mutually agreed upon date.

Candidates will be required to sign a release form to authorize preliminary reference calls and verifications to be conducted. Employment history, degrees obtained, and other certifications/accomplishments will also be verified. This position will require an extensive and detailed background investigation, including on-site visits to substantiate and verify accomplishments.

Should you have any questions regarding this position or the recruitment process, please call Mr. Robert Burg at (916) 630-4900. Confidential inquiries are welcomed.