

Job Title: Vice President for Public Safety

Johns Hopkins Medicine and University Institutions

Position Summary:

The Vice President for Public Safety (VP) is an executive-level leadership position responsible for managing and driving a high-performing, service-oriented security and public safety operation for a renowned global research university and health system. With more than 1,200 personnel, Johns Hopkins Public Safety serves the Johns Hopkins University and Johns Hopkins Health System (collectively the Johns Hopkins Institutions or JHI) and its 57,000 employees, 24,000 students, and more than 111,000 annual inpatient admissions, and nearby neighbors across more than a dozen academic, medical, and administrative locations throughout Maryland, in the Washington, DC area, and in Florida. In Baltimore City alone, the public safety organization spent over \$58 million in FY19. The VP must be an experienced, proven, and strategic operational and organizational leader, with unimpeachable integrity, outstanding interpersonal skills, and a dedication to serving others.

The VP for Public Safety works across JHI to ensure that students, faculty, staff, patients, visitors, and neighbors are provided a safe and secure environment and receive responsive and respectful assistance for their safety and security needs. The VP also proactively identifies public safety and security risks to JHI, its facilities, and the people it serves, and designs and directs implementation of policies, procedures, training, and operations to address those risks and increase safety awareness. The ideal leader will have a strong background in constitutional and community-oriented law enforcement, security, and/or emergency management that can be applied to the full range of safety and security issues faced by JHI, from financial and property crime to incidents of violence and risks of active shooter to persons in distress and emergencies.

The VP should have a diverse array of professional experiences in organizational and operational leadership, including in a large and complex public-facing organization, and a demonstrated history of strategic thinking and collaborative execution attuned to the needs of diverse communities. The VP will be expected to establish policies, practices, and trainings that are attentive to the needs of minority communities in interactions with security officers, supervisors, and other Public Safety personnel, and to the unique aspects of a university setting, including the high value placed on free expression and support for peaceful protest and demonstration. The VP will be expected to develop strong professional relationships with senior federal, state, and local law enforcement, security and intelligence agencies, and private sector counterparts, and to regularly engage with employee and student groups, elected officials, and neighborhood organizations.

Areas of Responsibility

This position is responsible for oversight and direction of JHI's current public safety and security operation of over 1,200 personnel.

JHI's public safety and security operation includes roughly 450 Campus Police and Security Officers and over 800 contract security officers who serve JHI's East Baltimore campus (the Johns Hopkins Hospital and the JHU Schools of Medicine, Nursing and Public Health), the Bayview Medical Center, the Howard County General Hospital, Suburban Hospital, Sibley Memorial Hospital and All Children's Hospital, and the JHU Homewood and Peabody campuses, and other JHU locations in Maryland, and Washington, DC, including the Carey Business School at Harbor East, the Washington, DC Center (Carey Business School, Krieger School of Arts and Sciences and the School of Advanced International Studies), the Montgomery County campus (Krieger School of Arts and Sciences, Carey Business School, Whiting School of Engineering, Bloomberg School of Public Health), the Dorsey Center in Elkridge, Maryland (Whiting School of Engineering), and the Columbia Center (School of Education). Additional JHU/JHHS sites include Mount Washington and Keswick as well as other smaller properties. The Applied Physics Laboratory is not included in the scope of this position.

Through subordinate managers, the VP coordinates and oversees site operations and activities to ensure protection and safety of patients, visitors, students, faculty, staff, and neighbors, as well as the JHI physical plant and assets, while ensuring optimal use of personnel and equipment. The VP develops and ensures services in response to crimes against persons, criminal financial loss, sabotage, threats, persons in distress, emergencies and disasters, illegal acts and property or environmental crimes. The VP directs the establishment and implementation of facility access procedures to ensure the safety of JHI employees, students, patients, and visitors and assist in the prevention of trespassing, theft, and/or loss or destruction of property. The VP directs the research and deployment of state-of-the-art technology solutions and innovative public safety and security management techniques to safeguard organizational assets and high-risk areas. The VP provides management oversight of investigations and develops collaborative and effective relationships with law enforcement and security counterparts. The VP regularly briefs executive management on the status of and strategies for security, public safety, parking, and transportation issues; develops and manages the capital and expense budget for each; and establishes and tracks performance metrics for the operation.

JHI is also engaged in ongoing efforts to assess and improve its institutional role in, and capabilities for, assuring the safety of the JHI campuses and surrounding communities, in the context of persistent high levels of violent crime in Baltimore. Efforts in this regard include establishment of new community and campus partnerships; exploration of community safety innovations (through a four-year \$6 million JHU grant program); development of a new behavioral health support unit, in lieu of and/or in partnership with security officers; policy review and enhanced training in areas such as de-escalation and racial bias; and a shift in nomenclature and mission orientation from “corporate security” to “public safety”. In addition, in 2019 JHI obtained state legislative authority to establish a future university police department as a model for publicly accountable, community-oriented and constitutional policing. This long-term effort has been paused for the next two years as the state considers reforms of policing more broadly and in order to allow for exploration of public safety alternatives and additional engagement with the community. The VP will play an important role, in collaboration with other key leaders, in advising, developing and implementing these multi-year initiatives into the future.

Finally, for the East Baltimore campus and the Bayview campus, this position directs the implementation and services for a large parking and transportation operation in multiple locations. The VP is responsible for the oversight of the parking and transportation services for students, employees, patients and visitors on the East Baltimore campus with seven garages, two lots and several shuttles. The VP directs staff in the development and implementation of customer- and community-oriented services, maintenance and repair of facilities, equipment, and vehicles. The VP negotiates and initiates contracts for facility improvements and services and implements financial control systems and audit procedures in an effort to fully account for operating revenues and to deter employee theft. The VP reviews efficiency of parking access and report management system.

Reporting Relationship

The VP reports directly to the Senior Vice President, Chief Financial Officer and Chief Operating Officer for Johns Hopkins Medicine and the Vice President, Chief Administrative Officer for JHU. For parking issues, the VP is responsible to the Johns Hopkins Parking Committee.

Supervisory Responsibility

The VP develops and monitors existing personnel, programs, and new initiatives within the JHI public safety operation involving JHI’s medical, academic, and administrative locations (including Parking and Transportation on the East Baltimore campus), and oversees public safety and security operations generally.

The VP regularly briefs executive management on the status of and strategies for security, public safety, parking, and transportation issues; develops and manages the capital and expense budget for each; and establishes and tracks performance metrics for the overall operation.

The VP also oversees – and develops where needed – the monitoring of standards of performance for contract agencies and executes contracts relating to security, parking and transportation services, as authorized in the budget and, in the event of emergency, as approved in consultation with other institutional and/or academic services.

Educational Qualifications, Experience & Skills

Education

- This position requires a Master's degree in Business Administration, Criminal Justice or related field and 10 years of experience within a law enforcement, intelligence or private security organization **OR** a Bachelor's degree in Business Administration, Criminal Justice or related field and 15 years of experience within a law enforcement, intelligence or private security organization.

Experience

- The position also requires a minimum of ten (10) years of progressively responsible, full-time experience, of which at least five (5) years must be at the managerial and administrative level in law enforcement or health care/higher education security, or any combination of education and experience. Experience with university policing or institutional security is a plus.
- Experience as an Executive Commander supervising sworn police officers or security personnel strongly preferred.
- Thorough knowledge of security operations, applicable laws, Clery reporting (academic institutions) and JCAHO regulatory requirements. Knowledge of parking or transportation services preferred.
- Thorough knowledge of police operations, and applicable Maryland statutes and regulations pertaining to policing (e.g., LEOBR, COMAR, CJIS) preferred.
- Thorough knowledge of and demonstrated commitment to national best practices in constitutional and community-oriented security and law enforcement, including the principles of 21st Century Policing as described by President Barack Obama's Task Force on 21st Century Policing.
- Professional certification through IAHS or ASIS and professional membership with a law enforcement and/or security organization (i.e. IAHS, IACLEA, PERF, NOBLE, IACP) preferred.
- Possession of, or ability to obtain, a Secret Security Clearance.

Skills

- Demonstrated ability to lead and direct multiple projects and functions within a large and complex organization.
- Demonstrated ability to engage effectively with a broad range of safety and security customers and stakeholders within the organization and the surrounding community.
- Demonstrated ability to manage several departmental budgets and effectively use resources to operate efficiently required, and to interpret a variety of statistical budget and financial reports.
- Demonstrated ability to use incident reports to analyze crime trends and initiate appropriate corrective action to improve safety and security.
- Demonstrated ability to assess, prioritize, and successfully resolve issues to the satisfaction of those served.
- Excellent analytical and decision-making skills required to develop, implement, and maintain progressive security, parking, and transportation programs/projects for JHI.
- Effective and responsible use and control of JHI facilities and equipment, including ability to operate a motor vehicle and possess a State approved driver's license, and ability to operate a computer, mobile communication devices and general office equipment.
- Effective and responsible control of sensitive and privileged information, programs, and correspondence.
- Ability to travel to the various Johns Hopkins medical and academic campus locations to include out of state property interests.

MAJOR DUTIES & RESPONSIBILITIES

I. Leads and Directs Public Safety & Security Operations:

- A. Proposes, implements, and monitors an annual safety and security plan and budget in support of the medical and university institutions' missions and goals. Maintains a broad knowledge of security systems, procedures, regulations, etc., including national best practices in constitutional and community-oriented public safety and security. Evaluates new developments, recommends improvements, and implements as approved.
 - B. Plans, organizes and implements policies and procedures for dealing with routine and emergency security programs of the campuses.
 - C. Liaises with local, state and federal law enforcement agencies.
 - D. Approves job descriptions, organizational charts, and departmental manuals for use by the security departments.
 - E. Oversees over 1,200 public safety personnel across multiple JHI campuses.
 - F. Assists Johns Hopkins Institution managers in addressing security problems without unreasonable disruption of daily activities.
 - G. Collaborate with other leaders to advise, develop and implement multi-year initiatives and innovations to improve and assure public safety for JHI and surrounding areas.
- On the East Baltimore campus, performs A through D for parking and transportation as well.

II. Performs Management Functions:

- A. Ensures departmental compliance with all personnel policies and procedures and applicable regulatory guidelines such as JCAHO, MOSHA, OSHA and Clery Act.
- B. Manages performance of staff using the components and procedures of the applicable Performance Management System.
- C. Monitors and responds to stakeholder concerns and issues and regularly engages faculty, staff, student and patient groups.

III. Facilitates Community Partnerships:

- A. Establishes and maintains an effective relationship with community and neighborhood organizations, leaders and residents to improve public safety in the various Johns Hopkins communities.
- B. Represents the Johns Hopkins Institutions in all matters pertaining to security services and parking and transportation.
- C. Ensures ongoing engagement and relationship building across campus and community stakeholders.
- D. Develops and promotes opportunities for security officers to engage and build relationship with students, faculty, staff, patients, visitors, and neighborhood residents.

IV. Oversees Personnel Recruitment/Retention:

- A. Recruits, hires, evaluates, promotes, and terminates subordinates and manages subordinate staff with these authorities in accordance with applicable personnel and administrative policies and procedures.
- B. Oversees subordinate staff that ensures attendance, conducts training, and establishes procedures for all employees of the departments to promote effectiveness.

VI. Directs and Monitors Proper Access/Egress Procedures:

- A. Provides the Johns Hopkins Institutions' leadership with educational direction to increase security awareness as well as appropriate actions for all staff.
- B. Establishes and enforces effective employee identification and access control for all staff, faculty, students, patients, and visitors.
- C. Directs and monitors the Johns Hopkins Institutions' loss prevention efforts, investigation activities, parking, and transportation efforts and enforces policies and procedures designed to reduce loss, improve security, and increase customer satisfaction.
- D. Ensures the orderly flow of traffic to and from the campuses.

VII. Manages Investigations:

- A. Oversees the conduct of criminal and administrative investigations by qualified investigators who will perform investigations and coordinates with external investigators when needed.
- B. Manages the approach, deployment and execution of investigations.
- C. Maintains appropriate liaison with Federal, State, and local law enforcement investigative agencies.

VIII. Oversees Security Services Contract Operations (all JH campuses) and Parking and Transportation (East Baltimore):

- A. Establishes and monitors standards of performance for contract agencies, executes contracts relating to security services as authorized in the budget and in the event of emergency in consultation with other JHI offices.
- This position specification is a general statement of required major duties and responsibilities performed on a regular and continuous basis. It does not exclude other duties as assigned.

Johns Hopkins University has retained Security & Investigative Placement Consultants LLC to assist in the search for the Vice President for Public Safety. Qualified and interested candidates should confidentially submit their resume and cover letter to: klavinder@splacement.com.

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