



JUDICIAL BRANCH OF ARIZONA IN MARICOPA COUNTY

Judicial Branch Security Major

[To apply click here](#)

Location: 201 W Jefferson St, Phoenix, AZ 85003

Application Deadline: 11/01/2024

Pay Range

Min - 1st Quartile - Mid - Max

\$74,250.00 - \$85,433.00 - \$96,616.00 - \$119,000.00

This position is exempt under the FLSA.

What We Offer

We offer generous paid time off, paid sick leave, and 10 paid holidays! We have affordable medical, dental, and vision insurance, and our employees are entitled to coverage by one of several State-sponsored retirement pension plans, our employee assistance program, and wellness incentives. Additionally, our employees have the option of life insurance, disability, a group legal plan, and pet insurance. [Click here to learn more!](#)

POSITION OVERVIEW

ABOUT THE POSITION:

The Security Major collaborates closely with the Security Director, assuming responsibility and accountability for overseeing the development, planning, organization, coordination, and implementation of key administrative, training, and operational functions. These functions are integral to upholding the security and safety standards of designated Judicial Branch facilities, personnel, court clients, and the public. Additionally, the Major serves as the department's representative in discussions, negotiations, and planning sessions related to all security operations services, contracts, and service providers. They are dedicated to ensuring that the performance of operational security personnel yields results-oriented outcomes, fostering enhanced staff efficiency and effective job performance.

ABOUT THE SUPERIOR COURT:

The Superior Court of the Judicial Branch of Arizona in Maricopa County is dedicated to providing a safe, fair and impartial forum for resolving disputes, enhancing access to our services, and providing innovative, evidenced-based practices that improve the safety of our community and ensure the public's trust and confidence in the Judicial Branch. The Superior Court in Maricopa County, one of the largest, most innovative and progressive trial courts in the nation, seeks innovative individuals to join our team who will embrace our vision of *excellence and the principles inherent in the Rule of Law...every person, every day, every time*. We fulfill these principles through a culture that values fairness, respect, integrity, innovation, and safety.

POSITION QUALIFICATIONS

We recognize your time is valuable, so please apply if you meet the following required qualifications:

Education:

- Bachelor's degree in Criminal Justice, Police Science, Business Administration, Public Administration, or a related field

Experience:

- Five (5) years of management experience in public safety, security, military, or law enforcement

OR

Combined education and experience qualifications:

- An equivalent combination of education and public safety, security, military, or law enforcement management experience may substitute for the degree requirement on a year-for-year basis.

Preferred Candidate Education and Experience:

- Bachelor's degree in Criminal Justice, Police Science, Business Administration, Public Administration, or a related field
- Five (5) years of management experience overseeing large groups in public safety, security, military, or law enforcement

Other Requirements:

- Must pass pre-employment drug screening and character and fitness investigation as indicated in Arizona Code of Judicial Administration (ACJA) 5-303 if necessary
- Incumbent maybe required to obtain a State-wide Court Security Officer (CSO) Firearm certification within 6 months of hire as indicated in the Arizona Code of Judicial Administration Section 5-306 and may have to maintain that certification annually which includes successfully completing psychological testing
- Must already possess, or attend and successfully complete, the CSO Training Academy within 90 days of the date of hire
- Must attain a passing score on the competency assessment within 90 days of completion of the CSO Training Academy and complete 90 calendar days of on-post service if not already certified before they are eligible to be armed
- Must complete the JBSD Officer Certification Requirements and maintain by the 180-day mark from the date of hire if not already certified.
- Must possess, obtain, or maintain certification as Basic Life Safety, and CPR/AED provider within six months of employment or appointment
- Must obtain and maintain certification in defensive weapons tactics within six months of employment or appointment
- Must qualify to carry and use restraints, batons, and Conducted Electrical Weapons (CEWs) such as non-lethal tasers
- Must possess a valid Arizona Driver License by time of hire

Knowledge, skills, and abilities:

Knowledge of:

- Techniques and practices for efficient and cost-effective management of allocated resources
- Principles, practices, and trends in public administration, leadership, management, and security
- Management and supervisory principles, practices, and techniques
- State and federal laws and statutes, department post and general orders, and court orders and case law, including rights of citizens, search and seizure rules, and rules of evidence

Skill in:

- Effective team leadership, operational management, planning, and change management
- Establishing and maintaining effective working relationships and demonstrating effective interpersonal skills within a diverse working environment
- Preparing clear and concise records, reports, correspondence, and other written materials
- Assessing the danger of a given situation and effectively neutralizing and de-escalating threats and taking quick and effective action with due regard for the risk and conditions of the situation
- Exercising sound judgment with general policy guidelines and direction
- High, professional level verbal and written communication expected
- Chemical agents, restraints, batons, and non-lethal defensive weapons as required
- The use of personal computers and related software applications

Ability to:

- Assess potential security risks and vulnerabilities and adapt security measures based on evolving threats and changing circumstances
- Read, understand, interpret, explain, and strictly apply applicable laws, ordinances, policies, court orders, and regulations
- Demonstrate effective and self-motivated job performance providing value-based results and a quality work product
- Use emergency and defensive tactics, techniques, skills, and defensive weapons to achieve effective de-escalation and control of situations
- Balance the application of security measures with common sense, ensuring an appropriate and reassuring level of security without unnecessary intrusion

ESSENTIAL JOB TASKS

(This is not an all-inclusive list of all job duties that may be required; employees will be required to perform other related duties as assigned.)

- Provides strategic leadership, management and guidance to Court Security operations staff for the interpretation and effective implementation of policies, procedures, goals, and objectives
- Strategically deploys security operations staff to ensure the security and safety of Judicial Branch facilities, personnel, court clients, and the public
- Ensures departmental compliance with all Federal, State, and local laws, as well as County and Judicial Branch policies, procedures, and administrative directives in both administrative and operational activities
- Plays a key role in assisting with preparing and updating Judicial Branch emergency operation plans, including facility maps and emergency communication plans
- Collaborates with officials and facility managers to prepare and analyze damage assessments post-disasters or emergencies
- Oversees daily operational, administrative, and support functions, exercising independent judgment within broad policy guidelines. Identifies, evaluates, and implements alternative solutions to operational and administrative issues
- Executes security operational plans for threat cases directed at the judiciary, Judicial Branch facilities and Court Administrators.
- Assists in disaster response protocols, and preparedness training, and develops emergency plans for various situations, including natural disasters, hazardous materials spills, active shooter incidents, or hostage response situations
- Conducts research, analysis, and planning, reviewing changes in court and security laws, rules, regulations, and policies, and makes recommendations for enhancing Court Security office services
- Implements, and manages an expanded training program for the security operations staff covering basic training, field training, remedial and refresher training, as well as firearms proficiency and qualifications

- Identifies, monitors, and evaluates short and long-term goals and objectives. Analyzes trends and adjusts staffing levels or personnel assignments to optimize performance and service delivery
- Provides leadership, direction, coaching, and training to subordinate security personnel in performance management, staff development, problem resolution, effective project management, and job performance
- Coordinates, conducts, and supervises the evaluation, screening, and selection of new security personnel, providing recommendations to the Security Director
- Supervises and actively participates in security investigations
- Directly responsible for execution of security operations plan for off Court Campus events and leads the department Protective Security Team.
- Identifies policy and compliance issues, collaborating with the Security Director to develop and implement effective solutions
- Serves as a key contact for Federal, State, and local public safety, security, and intelligence agencies. Directs the implementation of procedures in alignment with federal and state guidelines
- Maintains the integrity, professionalism, attitudes, values, and performance of the department security operational staff through effective development, training programs, and the proper implementation of departmental policies
- Ensures compliance with training program guidelines established by the Arizona Code of Judicial Administration
- Provides regular onsite supervision and employs in-person assessment methods to gauge business needs through direct observation, monitoring group dynamics with face-to-face interaction, and interpreting body language and nonverbal cues. Establishes interpersonal connections, fosters engagement, and exemplifies expected behaviors

Working conditions:

Required to be on standby (on-call) status for all after-hour phone calls involving security or safety issues. While performing the duties of this job, the employee is regularly required to speak clearly and hear; see details of objects that are less than a few feet away; stand for long periods; walk, use stairs, use hands to finger handle or feel; reach with hands and arms; and occasionally push, pull or lift up to 50 pounds. Exposure to high noise levels and the potential of exposure to various contagions during the screening process are common.

All officers must "demonstrate, by proficiency testing, competency and understanding of the physical and verbal techniques and tactics presented at the defensive tactics training academy." The proficiency testing is based upon whether officers can perform the skills or tactics (or comparable alternatives) necessary for self-defense. Therefore, those selected for the position must successfully complete the Defensive Tactics Training Academy annually.

The Defensive Tactics Training Academy requires that an Officer performs and demonstrates through proficiency testing, competency in, and an understanding of physical and verbal defensive tactics and techniques, including the following, or their comparable alternatives:

- Forcefully raise arms above head (straight arm wristlock and takedown)
- Perform minor aerobic activity
- Stand for up to 2 hours at a time
- Engage in balanced movements
- Throw hand strikes (fist strikes and palm heel strikes)
- Use impact weapons (ability to swing arms in a striking action with a baton that weighs 16 ounces)
- Kick at targets below 24" (front snap kicks)
- Perform controlled falls and return to standing position unassisted (break falls and recovery)

- Complete hand strikes and kick drills at partial speed
- Engage in fighting techniques while on the ground
- Be able to bend knees, lower center and touch the ground with one hand (break fall recovery and baton closing technique)
- Be able to bend knees to a 45-degree angle (all ground techniques)

The Judicial Branch in Maricopa County is an EEO/ADA Reasonable Accommodation Employer.

Judicial Branch facilities are located throughout Maricopa County. This position may be reassigned to other locations. Assignments will be made based upon the needs of the department.