



## Opportunity Statement

### Director of Safety and Security

Named in honor of Louise Thaden, a pioneering aviator from Bentonville, [Thaden School](#) opened in the fall of 2017 with just 50 students in Grades 7 and 9. With its well-resourced tuition assistance program, the School has grown steadily and enrollment is more than 320 students in Grades 6 to 12 in the 2023-24 academic year. Thaden will introduce a Lower School beginning with Kindergarten and Grade 1 in the 2024-25 academic year.

The School now seeks a Director of Safety and Security to provide leadership and oversight in all aspects of campus safety. This is a unique opportunity for a safety and security professional to apply their skills in a K-12 setting on a beautiful downtown Bentonville campus. Thaden School strives to provide a safe environment in which our students, staff, and faculty can thrive.

#### **Role and Responsibilities**

In particular, the Director of Safety and Security will be responsible for the following:

- Overseeing and directing all aspects of campus safety and security while working closely with the Director of Facilities to create and implement security procedures and policies
- Managing and directing the Campus Safety Coordinator
- Managing and administering the school's Emergency Operations Plan, including the Navigate 360 Respond App
- Managing and administering all emergency drills and training including ALICE
- Managing the access control and video surveillance systems
- Leading the Campus Safety and Behavioral Assessment Committee
- Monitoring best practice risk mitigation techniques
- Serving as a liaison between Thaden School and local law enforcement agencies
- Assisting with morning drop-off, afternoon pick-up, and bus loading and unloading
- Assisting facility needs as time and duties allow with the set-up of school events, deliveries of goods, and other related duties as determined by the Director of Facilities

## **Skills, Qualifications, and Attributes**

- Minimum of five years' law enforcement experience
- Minimum of five years' experience in campus safety and security at a K-12 school (preferred)
- Ability to obtain a Commissioned School Security Officer (CSSO) certification with the Arkansas State Police and perform all duties associated with a certified CSSO
- Certified through American Society of Industrial Security (ASIS) as a Certified Protection Professional (preferred)
- Ability to communicate and relate effectively with a diverse group of students, parents, staff, faculty, and other constituents (fluency in Spanish a plus)
- Excellent judgment, poise, and discretion
- Ability to professionally represent the school in all settings and circumstances
- Appreciation for the educational mission and culture of the school

## **Physical Requirements**

- Job frequently requires standing, walking, and handling objects with hands
- Job occasionally requires reaching, climbing, stooping, kneeling, pushing, pulling, and lifting up to 25 pounds
- Some work performed outside exposed to changing weather conditions

## **Wage Classification**

Based on the duties and requirements above, this position will be paid as a salaried exempt employee.

## **Applications**

Please submit your application materials through our online portal for [Thaden School Job Opportunities](#). Applications should include a cover letter and resume. The start date is negotiable. Thaden is an equal opportunity employer and complies with all federal, state, and local laws that prohibit discrimination in employment because of race, color, national origin, citizenship, age (18 or older), religion, disability, marital status, veteran status, and sexual orientation. Applications by members of all underrepresented groups, including women and people of color, are encouraged.

Salary will be competitive within the independent school sector. All offers of employment are contingent on successful completion of a criminal background check.

## About the School

A non-sectarian independent school under the direction of its own board, Thaden School offers a challenging and innovative educational program that ignites in students a passion for discovery and learning, prepares them to succeed in college, and inspires them to lead lives of integrity, purpose, and responsible global citizenship.

At the core of the School's mission is a commitment to balance that takes many forms: a curriculum that integrates the sciences and the humanities; indoor and outdoor teaching spaces where sustainability is a tangible part of the lesson; hands-on programs for civic engagement; athletics and physical education programs that build confidence and character through competition and meaningful participation; and a diverse faculty and staff that empower students to think deeply and expansively about their potential and place in the world. The School's robust Indexed Tuition program supports the creation of a balanced learning community where students of many perspectives, talents, and interests learn and grow stronger together.

Located on a 30-acre campus in downtown Bentonville, the School is walking distance from the town square, Brightwater Culinary Institute, The Momentary, and a variety of other educational resources. The School engaged a world-class team of architects to design an enduring and innovative campus that sparks curiosity, inspires creativity, and invites reflection. The principal designer, Marlon Blackwell, is the 2020 recipient of the American Institute of Architects' Gold Medal, the Institute's highest honor. The School's first permanent buildings opened in the fall of 2019 and the campus master plan was completed in the fall of 2021.

The School's [website](#) features additional information regarding its mission, educational programs, and faculty and staff.