



# CITY OF LOS ANGELES EMPLOYMENT OPPORTUNITY NOTICE



## EXECUTIVE DIRECTOR OF SECURITY SERVICES

\*EXEMPT POSITION

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LOS ANGELES DEPARTMENT  
OF WATER & POWER

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## JOIN LADWP!

The Los Angeles Department of Water and Power (LADWP) is the largest municipal water and power utility in the United States delivering reliable and critical life services to the city of Los Angeles. Currently, the utility is changing rapidly and more than ever to usher in 100 percent clean energy and build local water supplies for a more resilient city. As such, the need to protect utility assets, operations and staff is growing exponentially. This is even more important than ever as L.A. prepares for the participants and visitors coming for the FIFA World Cup in 2026 and the Summer Olympics in 2028. It is an exciting time for LADWP as it charges ahead and continues to be a utility leader nationwide. Join the leadership team for a career highlight and be part of LADWP at this pivotal period of its 120+ year history, marked by innovation, growth, and leadership on the national stage.

### **THE OPPORTUNITY: EXECUTIVE DIRECTOR OF SECURITY SERVICES**

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The Executive Director of Security Services will function as a member of the executive leadership team and will be responsible for capital budget, human capital, strategic business planning, and providing updates to the Los Angeles Board of Water and Power Commissioners, Chief Executive Officer, Chief Administrative Officer and Chief Operating Officer in the following areas:

- Staff and resources required to hire and manage a team of over 300 Security Officers and administrative staff
- Infrastructure evaluation and plans for improvement including implementing new technology such as AI-enabled technology and intelligence assessments
- Policy improvements that will ensure all LADWP assets are protected and secured
- Strategic and Logistic plans and any challenges arising in preparation for the 2028 Olympic and Paralympic Games

# ESSENTIAL FUNCTIONS

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The Executive Director of Security Services will be responsible for:

## LEADERSHIP AND STRATEGY

- Developing and implementing a strategic security plan to safeguard LADWP's mission and objectives, including assets, personnel, and operations
- Leading the Security Division, including recruiting, training, and managing a team of security professionals
- Conducting risk assessments and vulnerability analyses for LADWP's assets, particularly water and power facilities, and developing mitigation strategies

## SECURITY OPERATIONS

- Assessing and monitoring security threats that may impact LADWP's daily operations or threaten its overall reliability
- Overseeing all physical security operations, including the monitoring and protection of LADWP facilities, power plants, water systems, and offices
- Implementing and maintaining state-of-the-art security technology and systems, including access control, surveillance, and threat detection systems
- Leading post-incident reviews and implementing corrective actions

## COMPLIANCE & RISK MANAGEMENT

- Ensuring compliance with all federal, state, and local regulations related to security, including NERC, FERC, DOE, AWWA, EPA, and DHS, and other utility-specific guidelines
- Overseeing security audits, inspections, and drills to ensure operational readiness



## COLLABORATION & STAKEHOLDER ENGAGEMENT

- Collaborating with internal stakeholders across departments, including operations, engineering, and legal teams, to align security initiatives with organizational goals, and developing security awareness programs for all LADWP employees
- Representing LADWP and serving as the primary liaison between LADWP and Federal, State, and Local security agencies, including law enforcement, emergency response agencies, and authorities to coordinate joint security efforts and response plans
- Developing and maintaining relationships with industry partners, external security organizations, and government agencies to stay informed of evolving threats and best practices



## BUDGET & RESOURCE MANAGEMENT

- Developing and managing the security department's budget, staffing and overtime, ensuring cost-effective allocation of resources
- Evaluating, recommending, and overseeing procurement and implementation of security equipment, contracts, and external security services

## EXPERIENCE & QUALIFICATIONS

Qualified applicants must have at least 10 years of experience in security management, including at least five years in a senior leadership role at an agency related to the water and power utility industry or a similar critical infrastructure.

To be considered qualifying, the senior leadership role must have experience in the following:

- Overseeing medium to large teams focused on developing and/or overseeing physical security programs for infrastructure
- Managing large, multi-site security operations with complex risk environments

Candidates must demonstrate the level and impact of their leadership experience through specific projects and/or initiatives listed on their resume.

## SECURITY CLEARANCE REQUIREMENT

Candidates must have the ability to obtain US Government Security Clearance (Top Secret w/SCI or DOE "Q") within 6 months of employment.

## EXECUTIVE COMPENSATION & BENEFITS

The current salary range is \$268,725 to \$333,871 per year. A highly competitive benefits package includes benefits established by resolutions of the Board of Water and Power Commissioners, such as parking, a take-home vehicle, subsidized health and dental insurance, sick leave, vacation, two floating holidays, 13 paid holidays, an annual executive physical (must be taken while employed), life insurance, retirement, and disability/death benefits. Reimbursement of relocation expenses may be considered.

# HOW TO APPLY

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Electronic submissions are required. Interested candidates should immediately submit a resume, cover letter of interest, and four work-related references (include name, job title, affiliation, and telephone number) via email to [JoinTheTeam@LADWP.com](mailto:JoinTheTeam@LADWP.com). Email subject line should say, "Executive Director of Security Services." References will not be contacted until mutual interest is established. All completed submissions will be acknowledged via email. In order to be considered, resumes must include:

- A description of the size and function of the organizations managed
- Description of your role in the organization
- At least one major professional accomplishment in which you played a key role
- Any relevant experiences or unique characteristics which could further qualify you for this position



*Note: The search may close on **Friday, January 17, 2025** or when a sufficient candidate pool is achieved. Upon submission of the application documents, applicants may be asked to complete a supplemental questionnaire. Only the most qualified candidates will be invited to the next phase of the selection process, which is an interview. Send questions and confidential inquiries to [JoinTheTeam@LADWP.com](mailto:JoinTheTeam@LADWP.com).*

*\*The position of Executive Director of Security Services is an exempt, at-will management position. The incumbent will not accrue any civil service tenure, contractual employment rights or due process rights. The Director of Security Services is appointed by and serves at the pleasure of the Chief Executive Officer. The incumbent may be removed, without any finding of cause, by the Chief Executive Officer. Such removal would not be reviewable or appealable.*

## ABOUT LADWP AND THE CITY OF LOS ANGELES

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### LADWP MISSION STATEMENT

LADWP exists to support the growth and vitality of the City of Los Angeles, its residents, businesses and the communities we serve, providing safe, reliable and cost-effective water and power in a customer-focused and environmentally responsible manner.

### THE CITY OF LOS ANGELES

The City of Los Angeles is a world-class city with a vibrant, diverse economy, and an unparalleled quality of life. Los Angeles is the second largest city in the United States and has a multi-ethnic population of approximately 4 million. Los Angeles is one of the largest economies, financial entities, and trade centers in the country. It is a trend-setting global metropolis with a fascinating history and a rich cultural heritage. The city prides itself on its ethnic diversity with an estimated 200 languages spoken. As one of the world's great cities, Los Angeles will host the 2028 Olympic and Paralympic Games as well as other international events.

### THE CITY ORGANIZATION

Los Angeles is a charter city, governed by the Mayor and the City Council. The City Council serves full time and has 15 members that are elected by district. The other two elected officials of the City are the Controller and City Attorney. The City's elected officials serve four-year terms. Volunteer Commissions consisting of prominent business and community leaders, appointed by the Mayor and confirmed by the City Council, oversee several City departments and bureaus.

The City has over 40 departments, bureaus, and offices for which funds are budgeted annually by the Mayor and City Council. In addition, the City has three proprietary (enterprise) Departments (LADWP, Harbor, and Airports), governed by Commissions, and are financed solely by revenue generated from their operations.

As part of a historic new era, Karen Bass began her first four-year term as 43rd Mayor of the City of Los Angeles on December 12, 2022 as the first woman and second African American to be elected as the city's chief executive.

## THE LOS ANGELES DEPARTMENT OF WATER AND POWER (LADWP)

LADWP is the nation's largest municipal water and power utility, with an 8,007 megawatt (MW) electric capacity and serving an average of 435 million gallons of water per day to the four million residents of the City of Los Angeles. For more than 100 years, LADWP has provided the city with reliable water and power service in a cost-effective and environmentally responsible manner, currently serving 681,000 water customers and 1.4 million electric customers. With a workforce of more than 11,000 employees, LADWP is guided by the five-member Board of Water and Power Commissioners, appointed by the Mayor and confirmed by the City Council.

LADWP is creating a clean energy future for Los Angeles while maintaining a reliable and cost-effective power supply for customers. L.A.'s future energy supply has zero coal, expanded renewables, energy efficiency and clean energy projects, and reduces fossil fuel emissions. LADWP is continuing to expand large-scale renewable energy resources, energy storage, and needed transmission capacity to bring clean energy into Los Angeles, while also building out small-scale distributed energy resources. L.A.'s energy future is guided by the Power Strategic Long-Term Resource Plan (SLTRP), which has a 25-year planning horizon while transitioning to 100% carbon-free power by 2035 at the earliest. LADWP is also leading with equity during the clean energy transition. The groundbreaking Los Angeles 100% Renewable Energy Study (LA100) provided the roadmap for delivering 100% clean, reliable and sustainable electricity to customers. The follow-up study, LA 100 Equity Strategies, showed how LADWP can achieve our clean energy goals to benefit all and leave no community behind.

LADWP continues to be a national and global leader in innovative water management by focusing on three key areas: the safety of drinking water, reliability of water infrastructure, and developing sustainable local water supplies. Local water supply goals include expanding recycled water, increasing stormwater capture, restoring full use of groundwater, and continuing to reduce water use through conservation. The Department is also expanding L.A.'s water supply through facility improvements that will help combat future droughts and climate change while fostering customers' water-saving efforts through incentives. LADWP is expanding L.A.'s local water supply through a major initiative called Pure Water Los Angeles, as well as supporting new facilities to clean up the groundwater basin, improve the capture of stormwater runoff, and increase the capacity and use of recycled water.

For more information about LADWP, visit [www.ladwp.com](http://www.ladwp.com).

