



Position Title: **Director of Night Security**

Location: **Southern Preparatory Academy, Camp Hill, AL**

Classification: Full-Time, 12-Month Position

Reports To: Commandant of Cadets

The **Director of Night Security** is responsible for overseeing all nighttime safety and security operations across campus, ensuring the welfare of students, staff, and facilities during overnight hours. As the lead member of the night security team, this individual manages security personnel, enforces school policies, and coordinates with administration to respond to emergencies, maintain order, and foster a secure and structured campus environment.

This position is vital to supporting the 24/7 nature of life at a boarding school, where structure, accountability, and vigilance are paramount.

Key Responsibilities

Leadership & Oversight

- Supervise and manage the overnight security staff, ensuring professionalism, consistency, and adherence to school policies.
- Train new night guards and provide ongoing guidance and performance evaluations.
- Serve as the point of contact for all overnight incidents and communications.

Campus Security & Student Safety

- Ensure the overnight safety of all students on campus, particularly within the dormitories.
- Conduct and oversee regular patrols of campus facilities and property, ensuring all areas are secure.
- Enforce curfew, behavior policies, and safety regulations consistently and professionally.
- Intervene in disturbances or behavioral issues, contacting school administration or law enforcement when necessary.
- Monitor and direct confiscation of contraband under administrative guidance.

Reporting & Communication

- Investigate and document incidents, violations, or safety concerns.
- Maintain accurate and timely logs and reports.
- Communicate effectively with the Commandant and other administrative leaders regarding overnight developments.

Facility & Operations

- Ensure that all designated doors, buildings, and gates are secured or opened at appropriate times.
- Monitor and operate campus surveillance systems.
- Submit maintenance work orders and security concerns as needed.

Qualifications

Required:

- High school diploma or GED
- **2+ years of experience** in security or law enforcement
- Supervisory or leadership experience in a similar setting
- Must be able to obtain and maintain **Alabama education background clearance**
- Excellent judgment, professionalism, and ability to remain calm under pressure
- Strong interpersonal communication skills, especially with adolescents

Preferred:

- Experience in a residential or boarding school environment
- Training in conflict resolution or youth de-escalation strategies
- Familiarity with campus surveillance and security reporting software

Work Environment & Physical Requirements

- Must be able to walk campus grounds, climb stairs, lift up to 50 pounds, and respond quickly in emergencies
- Work is performed both indoors and outdoors, in seasonal weather conditions
- Night shift: **10:00 PM – 6:00 AM**, with flexibility for emergencies or special events

Terms & Compensation

- **Job Type:** Full-Time, Year-Round
- **Compensation:** \$40,000 - \$45,000
- **Benefits:**
 - Health and dental insurance
 - 401(k) matching
 - Paid time off

Interested Applicants should send the following to Ms. Jenifer Isbell, Vice President, jenifer.isbell@southernprepacademy.org.

- Resume/CV