

# Security Guard Service FAQs

## Job Qualifications, Eligibility, and Expectations

### *What are the responsibilities of a security officer at ODS Global?*

Our security officers are employed at client sites throughout the country to help protect our clients' property, their valuables and their employees. This is achieved through patrolling, monitoring and reporting techniques by exercising Vigilance, Integrity and Helpfulness which are our core company values.

Our security officers are first class customer service experts; better known in ODS Global as Security Professionals! As the nature of our business changes, security officer job responsibilities also change to include video, computer and communication technology responsibilities.

As you browse the list of various [job positions](#) you'll notice how diverse security officer job duties are based on individual client needs.

### *Do I need previous security experience?*

No. Anyone who meets our basic application requirements is encouraged to apply. Security officer training is delivered through effective on-the-job-training and mentoring.

### *What are the qualifications needed to work at ODS Global?*

Our basic employment requirements for security officers include:

- Minimum age of 18 (21 years of age if applying for an armed position)
- Proof of eligibility to work in the United States
- High school diploma/GED (or agreement to complete a GED program within six months of hire)
- A reliable means of transportation and communication (i.e., phone or pager)
- Ability to read, write and speak English
- Willingness to participate in our pre-employment screening process (drug screen and background checks)

### *Are there any standards on appearance?*

Our security officers are the "face" of the company and we believe that appearance reflects professionalism. Our employees are expected to maintain an acceptable personal appearance that mirrors the uniform and appearance standards of our company.

### *What are the work hours?*

Security is a 24/7 industry with 1st, 2nd and 3rd shifts giving our employees the flexibility to balance work/life needs. This is important to both ODS Global and our employees.

***How is the pay?***

The way our industry is designed, security officer wages are determined by the contract requirements, the job duties performed and the facility to which they are assigned. There are other variables, such as state minimum wages, market and geographic pay differentials.

At ODS Global, we believe that there's more to compensation than a paycheck. If you join our team of Security Professionals you will have the opportunity to grow personally and professionally through on the job training and other developmental tools needed to build a career with us.

***Do you help me get a guard license?***

Guard license requirements vary from state to state. The local ODS Global Human Resources (HR) personnel can advise you of what requirements and/or any assistance provided to obtain any necessary guard license or registration if applicable.

***Do you provide training?***

ODS Global offers a wide range of training programs to help ensure our officers are knowledge leaders in the security industry. Training programs consist of mentoring, on-the-job training, classroom instruction, e-learning and a certified security supervisor training program (CSSP). If you strive to be a qualified and well-rounded security professional, we have the basic and specialized training you need to help improve your security expertise.

***Do you hire for part-time positions?***

Yes. Whether you're looking for full-time or part-time work, we offer non-traditional shifts, flexibility and competitive hourly wages.

***Can you work with my school schedule?***

Security is a 24/7 industry with 1st, 2nd and 3rd shifts giving our employees the flexibility to balance work/life needs. This is important to both ODS Global and our employees. You will work with local scheduling staff to identify open available shifts, minimum site requirements, and based on your availability.

***I'm in the Reserves and need some time off; will that be an issue?***

ODS Global complies with The Uniformed Services Employment and Reemployment Rights Act (USERRA). USERRA protects the job rights of individuals who voluntarily or involuntarily leave employment positions to undertake military service or certain types of service in the National Disaster Medical System.

# **What do I need to know about the hiring process at ODS Global?**

## ***Is ODS Global hiring?***

ODS Global is always looking for quality talent. We hire predominately for security officer positions, although there are job opportunities for supervisors, trainers, administrative staff and managers. Job openings, shifts and work sites vary by geographic location.

Visit the [Jobs](#) section of our website to view a list of current career opportunities.

## ***How long does it take to make a hiring decision?***

In most cases you will know at the conclusion of the interview what the "next step" in the hiring process will be. There are variables which could depend upon your skill level, shift availability or minimum wage expectation.

Offers of employment are contingent upon the successful completion of the ODS Global pre-employment background checks and in compliance with local, state and federal law.

## ***Does ODS Global conduct background checks as part of the hiring process?***

Yes. ODS Global conducts drug screens, background checks, including education verification and reference checks for applicants who have accepted a contingent offer of employment.

## ***Does ODS Global participate in E-Verify?***

ODS Global participates in the E-Verify program. E-Verify is an Internet-based system that compares information from an employee's Form I-9, Employment Eligibility Verification, to data from U.S. Department of Homeland Security and Social Security Administration to confirm employment eligibility. E-Verify is not used as a tool to pre-screen candidates.

## ***Do I need a degree to be able to move up in the company?***

Some positions have minimum requirements that may include higher education and/or equivalent combination of education and experience sufficient to perform the essential functions of the job. You can refer to these job postings to determine the requirements needed for the position you are interested in.

## ***Can I be hired if I have a criminal conviction?***

A criminal conviction will not necessarily prevent you from being hired. First, we do not run a background check until after we have made a contingent job offer. Second, each applicant's background and criminal background screening results receive an individual review. We look at the nature and gravity of the offense, when the conviction occurred and the nature of the job being sought. You will also be afforded an opportunity to respond to any entry on your criminal background report and we comply with the requirements under the Fair Credit Reporting Act. There may be certain client sites that have federal requirements with respect to criminal convictions and there are some states that have licensing requirements. You would be required to meet those requirements, if applicable.