

Security Supervisor (Non-exempt)

Full-Time

Why Join Us?

At the Denver Art Museum (DAM), we work together to build a world where art sparks creativity, and connects, inspires, and empowers people and communities. **As a Protective Services Supervisor, you are responsible for the direct supervision of all security personnel assigned to their shift and for ensuring the safety of all museum employees, volunteers, and visitors, and the protection of all museum assets.** These responsibilities include the assurance of a smooth and efficient daily onsite operation, and the response and management of any campus emergency during their assigned times.

Be a part of a curious, respectful, dynamic, inclusive and creative team who are committed to creating memorable museum experiences for all! If you share our passion for creativity and community building, we encourage you to apply!

Schedule: Full-time, day time hours

Location: Denver Art Museum

Pay Range: \$23.20 – \$28.90/hour (Based on experience).

A \$0.50/hour language differential is available for candidates who demonstrate Spanish language proficiency.

Perks & Benefits A comprehensive medical/dental/vision plan, that can be extended to domestic partner, spouse, and children. DAM 100% paid Life Insurance, and Short/Long Term Disability. Generous sick and vacation paid time off and one personal day. Ten paid holidays. 403(b) Retirement Plan with immediate eligibility to contribute and those who meet the requirements after one year will qualify for the 3% non-elective contribution and 2% match program. A free RTD Eco Pass. Free Telehealth and Employee Assistance Program. Access to Headspace. Two weeks Paid Parental Leave. A free DAM Family Membership and perks; and more.

Please note: Parking at the museum is paid-only.

What You'll Do

As a Security Supervisor, your responsibilities will include:

- Directly supervising a staff of full-time and flex full-time security guards assigned to the swing/mid shift.

- Maintaining expert knowledge of museum policies, procedures, training materials, position responsibilities, emergency response plans, and other departmental documentation.
- Providing on-the-spot correction to shift personnel to assure departmental and museum policy and procedures are followed.
- Responding and taking responsible charge of emergencies occurring on their shift (including but not limited to, medical emergencies, thefts, art tampering, natural disasters, and fire) following museum procedure. Perform CPR and render first aid, as necessary.
- Ability to self-direct and work independently.
- Resolving problems and conflicts encountered by subordinates.
- Maintaining knowledge of and compliance with city, state, and federal laws and ordinances including life safety and fire codes.
- Assisting museum event supervisors assigned to events to assure the best possible event experience for our clients.
- Assuring that the museum events do not violate museum security and safety mandates and the City of Denver life safety and fire codes.
- Patrolling or standing for extended periods of time.
- Supporting DAM's Racial Equity Roadmap initiatives through goal setting and applying a racial equity lens in daily work.
- All other duties assigned.

What We're Looking For

You might be a great fit if you have:

- Supervisory experience in the security field required.
- Knowledge of museum policies and procedures.
- Completion of departmental training program and ability to maintain standards.
- Ability to exercise initiative, sound judgment, quick and effective decision making.
- Excellent verbal communication skills. Ability to speak, understand, read, and apply the English language; ability to read, understand and apply written procedure and policy.
- Ability to communicate professionally and effectively in establishing and maintaining positive working relationships with other employees and the public.
- Conscientious and detail-oriented.
- Ability to balance multiple priorities and stay organized in a dynamic, fast-moving environment.
- Availability to work a flexible schedule based on museum programs.

- Excellent computer skills: including managing several computer-based systems at once.
- Bilingual skills preferred.
- Four-year degree or equivalent work experience preferred.
- Previous non-profit or museum experience preferred.
- American Red Cross First Aid/CPR/AED for the Professional Rescuer certification preferred.

Work Environment/Physical Activities

- Able to quickly evacuate/help others to do the same in the event of an emergency.
- Able to climb the building stairs, a minimum of 3 floors without stopping within 90 seconds.
- 20/20 binocular vision, corrected to a minimum of 20/30.
- Three dimension and color vision.
- No serious speech impediment
- Demonstrate physical agility by bending over and picking up a coin.
- Able to lift and operate to discharge, a 10-lb. fire extinguisher.
- Lift a 25-lb small child (simulated) and carry as in rescue situation for 25 ft.
- Must be able to walk or stand for extended periods of time.
- Hear a normal conversation, or radio traffic, in a typical museum environment.
- Must pass an annual basic medical exam to assure ability to complete the job requirements.

Required Training & Certifications

- Ability to obtain a Security Guard License from the City and County of Denver.

NOTE: The DAM prioritizes adaptability and a human-centered work environment. We are happy to consider accommodations. This job description is not intended to be an exhaustive list of all duties, responsibilities, or qualifications associated with the job.

The position is **not** covered by a collective bargaining agreement with AFSCME-CWU.

Our Hiring Process & What to Expect

We know job searching can be overwhelming, so here's a transparent look at our process:

- **Application close date is: October 9, 2025.**
- Our hiring team will review the applications and resumes and select candidates for interview. The interview process may include a phone screening and in-person panel interviews at the DAM.
- Due to the high volume of applications, we are unable to respond to phone calls or emails regarding application status. Candidates selected for interviews will be contacted directly.

Who We Are

At the Denver Art Museum, we are deeply committed to standing against discrimination, violence, and hate in all forms against any individual or group. And we remain focused on fostering inclusion, equal opportunity, and belonging inside and out.

The museum serves as a platform for creative expression and community well-being by collecting and presenting work by artists from diverse backgrounds, perspectives, and experiences, including those communities that have been historically underrepresented in museums. We give space to a wide range of artist voices by sharing the work of and collaborating with artists and creatives from all races, backgrounds, and identities.

We believe that art and creativity have the power to promote mutual understanding and highlight our shared humanity—connecting, inspiring, and empowering people and communities. The museum's board of trustees, volunteers, and staff remain committed to being an anti-racist organization and making the Denver Art Museum an inclusive and diverse place where everyone always feels welcome.