



Rubicon Security Services

Vacancy: Senior Security Shift Supervisor

Location: Tsumeb

Company Introduction

Rubicon Security Services is a 100% Namibian-owned security company, established in 1997 and headquartered in Tsumeb, with operational branches across Windhoek, Swakopmund, and Walvis Bay. With a commitment to excellence, Rubicon provides a wide range of services including manned guarding, alarm systems, cash-in-transit, security training, communication solutions, and equipment. As a leader in the security industry, we strive to maintain the highest standards of professionalism and service delivery.

Role Purpose

The Senior Security Shift Supervisor is responsible for overseeing the daily operations of the security team during assigned shifts. This role ensures that security protocols are followed, incidents are managed appropriately, and personnel are deployed effectively to safeguard the premises, personnel, and assets of the organization.

Key Responsibilities

- Supervise and coordinate all security officers on duty during the assigned shift.
- Ensure security personnel are properly briefed, deployed, and performing duties as per standard operating procedures.
- Monitor all access points, patrol schedules, surveillance systems, and incident reports.
- Respond promptly to incidents, emergencies, or alarms and take appropriate action, including liaising with emergency services or law enforcement when necessary.
- Conduct shift briefings and debriefings, providing clear communication on assignments, expectations, and any security updates.
- Maintain accurate and detailed logs of all incidents, irregularities, and shift activities.
- Perform routine inspections of all security posts and check compliance with company policies and safety regulations.
- Assist in training, mentoring, and performance evaluation of junior security staff.
- Ensure proper handover between shifts and effective communication with the incoming supervisor.

- Report equipment malfunctions, breaches, or any other concerns to the Security Manager.
 - Maintain a high level of professionalism, discipline, and leadership among the security team.
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Minimum Requirements

- Grade 12 / Matric (minimum); additional qualifications in security or risk management will be an advantage.
 - Minimum of 5 years of experience in the security industry, with at least 2 years in a supervisory role.
 - Prior military and/or police experience will be an added advantage.
 - Strong knowledge of security operations, emergency procedures, and incident management.
 - Experience with CCTV, access control, and radio communication systems.
 - Valid Code B (08) driver's license.
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Key Competencies

- Leadership and team management skills.
 - Excellent communication and reporting skills.
 - Strong decision-making under pressure.
 - High level of integrity and discretion.
 - Attention to detail and situational awareness.
 - Ability to work rotating shifts, weekends, and holidays.
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Application Procedure

Rubicon Group values diversity and equal opportunities for all candidates. To apply for this position, please visit our recruitment portal at www.jobopportunities.net. Ensure your application includes a cover letter, CV, and any relevant certifications.

Join Rubicon Group and contribute to our mission of providing top-notch security services to our clients nationally.

Application Deadline: 17 September 2025