

Women in Security

The number of women choosing a career in the Security sector is still today outnumbered by the number of men. Whilst roles are varied and diverse, the general perception of the Security Industry is usually associated with enforcement or guarding, where physical strength, endurance and willingness to work long, anti-social, and inflexible hours is required.

ICTS aims to be recognised as the premier provider of innovative security and customer-care focused services that are integrated and managed to support the objectives of its clients. In parallel, ICTS is working on setting the tone for a more professional, open, diverse and inclusive profession.

Currently 31% of ICTS' Senior Management are women and 17% of ICTS Managers are women.

As a Company, we are working on attracting more women to the Industry. During our recruitment process, we are placing greater emphasis on skills such as customer service, in addition to enforcement etc.

Meet some of our colleagues working in operational roles:

Susan Dutt - Services Delivery Manager, Corporate and Public Sector Services.



How did you decide on a career in Security?

"It was by accident. Alan, my brother, suggested I should apply for a job with American Airlines, when Pan Am was no longer going to be flying. American Airlines was starting to fly from London Heathrow Airport, so I applied and was successful. I started my security career as a 'Profiler'."

What has been your biggest career challenge?

"Trying to compete in a male dominated environment and to prove that I can do the role just as well, if not better than a male colleague. It's incredibly important for women to join the Security Industry. Diversity is key. To accomplish this, we need to provide women with more opportunities that traditionally went to men, and we need to show them that they *are* capable. Companies need to hire and promote women into sales and management positions. A fact from The Times: "Companies that have women in the Board Room are the most successful."

What advice would you give other women aspiring to have a career in Security?

“Work hard, stay focused, ask lots of questions, don’t be afraid to challenge an idea. There are more opportunities for women now than there were twenty-five years ago.”

Sarina Reuben – Assistant Manager, Professional Services Department.



How did you decide on a career in Security?

“It wasn’t so much a decision I made consciously - after finishing my army service in Israel, I got a job as a security agent at Tel Aviv airport (which was 15 minutes from home). After that, I had an opportunity to move to London to work as a security agent for the Israeli national airline at London Heathrow Airport. After almost 6 years working there (during which time I became a supervisor and trainer), I was offered a job with ICTS as a Training Manager, which I accepted and fulfilled for 12 years. I have been in my current position for a year now.”

What has been your biggest career challenge?

“My biggest career challenge, without a doubt, was the preparation and deployment of the British Airways contract at Heathrow in 2006 / 2007. I recruited over 200 employees in 5 months, as well as managing the BA contract at Heathrow which, to this day, is the biggest aviation contract we’ve had, with approximately 300 employees, the majority of whom transferred to ICTS under TUPE.”

What advice would you give other women aspiring to have a career in Security?

“My advice is: go for it! There is a perception that the Security Industry is very male-orientated; however, there isn’t a role in security which would be deemed unsuitable for women. There is a vast range of roles and responsibilities that anyone could undertake with the right training. It’s a matter of encouraging women to explore their opportunities and push themselves.”

Gagan Jay – Project Manager at London Heathrow Airport.



Image: Gagan Jay (middle)

How did you decide on a career in Security?

“Having graduated in ‘International Tourism and Business Management’, I knew I wanted a fast-paced career within the Aviation Industry but did not want to settle for a customer service-based role. Aviation Security proved to provide me with the ever-changing challenges and diversity I strove for.”

What has been your biggest career challenge?

“So far, the biggest yet most enjoyable challenge in my career has to be when ICTS was awarded La Compagnie contract in April 2015. Providing security services to a well-established boutique airline at Luton Airport, whilst being based at London Heathrow was both challenging and exciting, especially in a very male-dominated industry.”

What advice would you give other women aspiring to have a career in Security?

“I would encourage women (regardless of age and/or previous experiences) to grab and fully utilise all opportunities that come their way, be it training or promotions. Never stop learning and proving yourself, as hard work truly gets noticed in the Security Industry.”

Fiona McElroy - Station Manager at Dublin Airport



How did you decide on a career in Security?



“To be honest, I never initially ‘chose’ this career path. I started working for ICTS at Dublin Airport part-time, as a means to earn a few extra punts (as they were called back then) to support my very expensive college social life. Then everything changed. The catastrophic events of 9/11 happened the very same week I commenced my Masters Degree in Strategic Management. I got to witness first-hand the devastating and life changing effects the disaster had. It was at that time, I decided that I could make an impact in the Security Industry.”

What has been your biggest career challenge?

“The biggest career challenge I’ve experienced has been the key role I played in keeping the Dublin Station profitable during the recent recessionary years.”

What advice would you give other women aspiring to have a career in Security?

“I once read that choosing a career should be a moving target until you find something you are truly passionate about. I firmly believe this. The key is to be open to opportunities and willing to try. Be resilient and be aware; if you find you are in a place that make you unhappy, do something about it.”