



**Security Services Director
Getty**

Getty seeks a transformative and forward-thinking security leader to serve as Security Services Director, responsible for overseeing security operations across one of the world's premier cultural institutions. This individual will play a critical role in shaping the future of security at Getty by balancing the protection of people, collections, and property with an exceptional visitor experience through innovation, operational excellence, and strong leadership. Getty seeks a leader who can thoughtfully modernize security practice, leverage emerging technologies including AI-enabled systems, and help redefine a service-oriented approach to security in a complex, highly visible environment.



About Getty

[Getty](#) is one of the world's most influential cultural and philanthropic organizations dedicated to the visual arts. Through its work in Los Angeles and across the world, Getty advances the understanding, presentation, and conservation of the world's cultural heritage through four distinct programs: the [Getty Museum](#), [Getty Foundation](#), [Getty Research Institute](#), and [Getty Conservation Institute](#).

Together, these four programs pursue Getty's mission locally and internationally, engaging the interested public and a wide range of specialized professional communities to promote a vital society through an understanding of the visual arts. Getty's activities are supported by world-

renowned architecture and gardens on two campuses: the 750-acre [Getty Center](#) and the 70-acre [Getty Villa](#), both on the Westside of Los Angeles.

The Richard Meier-designed 1.6 million-square-foot Getty Center in the Brentwood neighborhood of Los Angeles is Getty's main campus, headquarters of the J. Paul Getty Trust and home to Getty's four programs. It includes administrative offices, exhibition galleries, an art history library, collection storage areas for Getty's extensive museum and library collections, conservation studios, scientific laboratories, and extensive outdoor public spaces. The Getty Center is also home to the Robert Irwin-designed Central Garden.



The 500,000-square-foot Getty Villa, modeled after the ancient-Roman Villa dei Papyri at the site of Herculaneum in Italy, is located along the coast in the Pacific Palisades neighborhood of Los Angeles. It is home to Getty's collection of Greek, Roman, and Etruscan antiquities, as well as administrative offices, scientific laboratories, conservation studios, and an outdoor amphitheater regularly used for performances. The Villa's landscape

gardens were significantly burned in the January 2025 fires and are in the process of being restored. Neither the Getty Villa buildings nor its collections were damaged in the fires.

In addition to these facilities, Getty utilizes two remote leased spaces to store collections and materials. Further, Getty owns a 40-unit apartment complex in Brentwood that houses participants in its scholar program and a 45,600 square foot office building at 640 N. Sepulveda, Los Angeles.

Getty's current budget stands at \$473 million. The value of the Trust's endowment at year-end 2025 was \$9.7 billion.

In 2022, Katherine Fleming became Getty's fifth president. Between 2024 and early 2025, joined by new and established members of her executive team, she launched a strategic planning process to imagine Getty's future. This work has led to the identification of five institutional priorities and a set of ambitious and transformative capital projects.

The five priorities are:

- Art for All: Inspire Los Angeles – and audiences worldwide – by offering welcoming and memorable experiences. Be a global leader in open access by ensuring our collections, scholarship, and digital platforms are freely available to all.
- Convening Power: Bring people together through art. Drive forward complex conversations on cultural heritage and diplomacy, free expression, art ownership, aesthetics, intrinsic value and market forces, the interplay of global and national heritage.

- Learning and Engagement: Invest in arts education by expanding our role as a trusted partner to teachers and as a catalyst for learning across communities. Develop innovative public programs that inspire curiosity and connection with art.
- Sustainability and Resilience: Model and openly share sustainability practices in the arts. Strengthen Getty resilience and stewardship in the context of climate change.
- Through Partnerships: Build deep & lasting local and global partnerships to create maximum impact now and into the future. Establish Networks of Scholars and Artists in Residence programs in multiple countries.

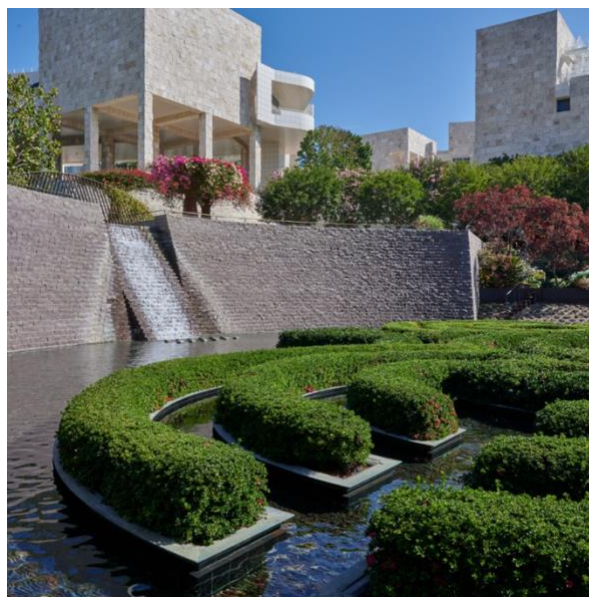
To help continue to advance these initiatives, Getty has begun its largest-ever capital program, which will be shaped by a commitment to strategic and innovative stewardship and development of Getty's remarkable spaces. At the center of this five-year program, expected to cost between \$600 and \$800 million, are several major projects including the tram replacement, the renewal of all air handling infrastructure at the Center, the CORE Building (Center for Operations, Resiliency, and Education) that will include a new energy plant, high density cooling, and other infrastructure elements for the Center, and several other projects.

Position Summary

Reporting to and in partnership with the Assistant Vice President (AVP), Visitor & Security Services, the Security Services Director provides leadership for the planning, administration, and execution of Getty's security operations across all locations.

This role is responsible for helping to ensure the safety and security of staff, visitors, collections, and property through leadership, operational oversight, and people management. The Director will lead and manage Security Operations Managers as direct reports, ensuring oversight of all Security Supervisors and Officers, with a headcount of 295.

As a partner with Visitor Services and Security Training, Security Technical, Volunteer Management, and Emergency Preparedness, the Director role is in support of enterprise-wide emergency preparedness and response, implementation of security programs, policies, and procedures aligned with institutional goals, and focused efforts on the visitor experience. The position represents the department in both internal and external engagements and acts on behalf of the AVP during absences, emergencies, or special events as required.



Specific responsibilities for the role include:

- Partner with the AVP to develop and implement comprehensive security strategies for all Getty properties and collections

- Serve as a trusted advisor to the AVP on matters related to security operations, risk, and preparedness
- Establish policies, standards, service levels to enhance safety, efficiency, and the visitor experience
- Identify and assess security policy issues and the impact of new initiatives or program changes
- In partnership with Getty's Legal and Human Resources, ensure compliance with all applicable legal, regulatory, and accreditation standards related to museum security and its staff
- Provide oversight of daily security operations for the Getty Center, Getty Villa, and other Getty locations
- Serve as the primary operational leader for security services across all sites
- Direct security operations staffing models and deployment strategies to ensure effective 24/7 security coverage
- Foster a collaborative, inclusive, and high performing workforce aligned with One Getty Values of inclusivity and belonging
- In collaboration with Human Resources, guide managers in employee relations matters including investigations, documentation, addressing issues in a timely fashion and performance reviews
- In coordination with AVP and Senior Emergency Preparedness Specialist, provide leadership for emergency/disaster response planning, and incident management in partnership with internal stakeholders
- Manage incident response protocols, investigations, reporting, and after-action reviews
- Exercise operational authority when serving as acting AVP during emergencies or special events
- Collaborate with the department's training leadership to ensure robust training programs for security personnel, including required Getty-wide training, museum protocols, emergency response, and visitor engagement
- Collaborate with Facilities and other departments to assess and mitigate risk
- Recommend for development and implementation new concepts, systems, methods, and service standards to improve operational effectiveness and visitor experience
- Establish and maintain strong partnerships with local, state, and federal law enforcement, fire departments, emergency services, and industry peers
- In AVP's absence, represent Getty in high level internal and external meetings related to security, safety, and risk
- Provide security leadership for complex construction, renovation, and capital improvement projects
- Oversee all transportation related security and operational activities across Getty sites, including shuttle services, drivers, and vendor coordination
- Support security related budget planning and resource allocation as directed

Candidate Profile

The successful candidate will bring a strong operational background, demonstrate a high-level of comfort with rapidly evolving security technologies, and possess a keen understanding of high-end guest engagement. Getty is seeking a forward-thinking and transformative leader who can help

reimagine what security means within a world-renowned cultural institution by balancing safety, hospitality, operational excellence, and innovation in equal measure.

This individual will understand that the future of security is rapidly evolving, particularly through advancements in AI, analytics, automation, integrated systems, and emerging technologies, and will be expected to thoughtfully assess and implement new approaches that enhance both security effectiveness and the visitor experience. The successful candidate will bring the judgement and adaptability to lead through change, challenge traditional security models where appropriate, and help position Getty at the forefront of modern, service-oriented security operations.

The ideal candidate will be:

- A strategic, innovating, and collaborative leader who can modernize security operations while fostering a culture grounded in professionalism, inclusivity, accountability, and service
- A leader who understands how to balance strong security practices with a welcoming, hospitality-oriented visitor experience appropriate for a premier global cultural institution
- Comfortable evaluating and leveraging emerging technologies, including AI-enabled tools, analytics, and integrated security systems, to improve operational effectiveness, situational awareness, workforce deployment, and visitor engagement
- A strong manager and collaborative leader who is approachable, inclusive and able to communicate effectively with staff at all levels
- A clear, responsive, and transparent communicator who is comfortable being highly visible within and outside the organization
- Experienced in navigating complex institutional structures and systems, ideally with experience in a museum, cultural institution, academic campus, theme park, hospitality environment, or similarly complex public organization strongly preferred
- Skilled at leading organizations through change and capable of building trust and alignment while implementing new systems, service models, and operational approaches
- Adept at building strong cross-functional partnerships and influencing stakeholders across operations, visitor services, facilities, technology, legal, and executive leadership teams

Qualifications

- Bachelor's degree in Business, Law, Criminal Justice, Management, or a related field; advanced degree preferred
- Minimum of 10 years of progressive leadership experience in security, operations, visitor engagement, or similar role, including at least 5 years in a senior level role
- Strong knowledge of physical security systems, emergency management, and large-scale public operations
- Ability to work flexible schedules, including evenings, weekends, and holidays, as required
- Ability to navigate change, lead process improvement and inspire trust during organizational transitions

Compensation and Benefits

Salary is competitive and commensurate with experience. The anticipated salary range is between \$180,000 and \$215,000. The exact salary that will be offered will be determined based on a consideration of the successful candidate's skills, experience, and aligned with Getty's compensation policies. Getty provides a generous and comprehensive benefits package. For more information, visit [Getty HR](#).

To Apply

Getty has retained [Opus Partners](#) to support this recruitment. [Katie Dean](#), Senior Partner, and [Thomas Lapierre](#), Senior Associate, are leading the search. Confidential inquiries, applications, and nominations should be submitted by email to Thomas at thomas.lapierre@opuspartners.net. To be considered by Getty's search committee, candidates must provide a resume and a letter of introduction that addresses the specific responsibilities, expectations, and qualifications described above. Please consult Opus Partners for more information about the application process.

Getty is proud to be an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to age, ancestry, citizenship or immigration status, color, disability, ethnicity, familial status, gender identity and/or expression, genetic information, marital status, national origin, race, religion, sex, sexual orientation, veteran status, or any other protected status.

