

Lee Sinclair

Briefly explain your role

I am responsible for overseeing Kings Secure Technologies manned guarding provision throughout the UK.

What do you love about your job?

I really enjoy the intensity and diversity of manned guarding, and the challenges and learning experiences it has given me over the years.

What was your first ever job?

A security officer within the NHS.

Did you do any training or studying prior to joining your role in security?

No, I was given the job through a friend as I needed to earn some money and begin a new career.

What made you decide to start a career in the security sector?

After my football career had failed, I had no GCSE's or qualifications to fall back on. I needed a job and quickly, so I took whatever I could get at the time. Thankfully, a friend was able to help and that's how I began my career in security.



What skills should someone in the field of security have to achieve career progression?

Apart from the obvious of understanding security as a service, the understanding of people and a willingness to always be learning regardless of what your status within the industry.

Has there been any significant barriers to progression in your career within the security profession?

The only barriers I experienced early on in my career was my young age and the fact my background wasn't ex-military or police.

Early on in my career when I was a supervisor or site manager, it was initially difficult to get my older and more experienced colleagues to be responsive to what I required. It took a long time to build trust with them so that they would believe in my managerial skills.

How has your previous work experience prepared you for your role?

Working within such a dynamic and ever-changing environment like the NHS prepared me for the security industry and operations management. My roles in later years developed my skills further as I operated in different sectors of security and gradually climbed the ladder to senior level leadership roles which have stood me in good stead.

What's your most memorable moment in your career so far?

My most memorable moment was securing my first role as a contracts manager due to the many barriers that were in my way - since then, I have never looked back and have progressed up the ladder wherever possible.

What opportunities do you feel the security profession offers?

I think there are more opportunities for progression now compared to when I started out. Companies do not necessarily or specifically look for ex-military or police anymore, and many tend to promote from within.



What do you do at work on a daily basis?

I oversee the manned guarding division for KST which means making sure my team of operation managers, including the control and response manager, deliver according to the strategy we have laid out. This consists of making sure they are looking after our colleagues on the coal face who represent the brand daily, as well as gaining the best work out of them possible. Furthermore, ensuring our customers are kept happy through my teams' work is also a key focus. Another key facet of my role is to innovate the department to ensure we are efficient and providing best in class services. And finally, ensuring that our foundations are solid enough to withstand the additional business we convert.

How do you balance work and home responsibilities?

I'm fortunate enough to work for an organisation and leaders that don't micro-manage my work, so my diary is my own and so is the responsibility of ensuring I have balance in life. Operations is notoriously fast-paced and action packed, but it's vital we all get the downtime we need to consistently deliver so I always make time for my home responsibilities, even if I must add them to my diary!

What advice would you give for someone new starting in the industry?

It can be a very satisfying and rewarding industry to work in if you are prepared to work hard and actively learn the good and bad from your peers.

Which has been more valuable in your career, your education or your experience?

My experience for sure! Academically, I had nothing until I applied for a degree (called: Risk and Security Management) around the age of 27. The degree didn't teach me how to do my job, it showed me that I had the capacity to learn, the ability to apply myself within my studies whilst also working full time, and ultimately qualified my previous knowledge in the security industry. The best learning experiences for me have been what I have been exposed to whilst on the job – no classroom environment can teach you that.

How does KST differ from others you have worked for?

Within the Security Personnel Division we have a genuine team of people who want the best for the organisation, their colleagues, and their employees – there's no hidden agendas and everyone is on the same page which affords us the time to focus all our energy on what we want to achieve. No micro-managing means everyone feels trusted and valued, and ultimately means we are more likely to deliver an exceptional service.

Head Office

4 | St Dunstons Technology Park | Bradford | BD4 7HH

Northern Office

Unit 6 Pickering House | Netherton Road | Wishaw | ML2 0EG

Midlands Office

1 | Sapcote Trading Centre | Cradley Heath | B64 5QR

Southern Office

12 | Progress Park | Ribocon Way | Luton | LU4 9UR

