Posted: 11/6/2026
Salary Range: $73,821.00 - $82,024.00
Status: Exempt, Full-time- Non-traditional hours

The College of Idaho seeks an experienced and service-oriented Director of Campus Safety to provide strategic leadership and operational oversight for the institution's comprehensive campus safety program. Reporting to the Chief Administrative Officer, this hands-on leadership role is responsible for fostering a safe, welcoming, and secure environment for students, employees, visitors, and guests. The Director serves as a visible campus presence while leading emergency preparedness, security operations, parking administration, and crisis response efforts in support of the College's mission and community values.

The Director of Campus Safety oversees the daily operations of the Campus Safety department, including personnel supervision and development, contracted security services, emergency management, incident response, parking administration and enforcement, and compliance with campus safety regulations. This position serves as the primary liaison with local law enforcement, fire, EMS, and emergency management agencies, while coordinating campus preparedness, emergency communications, threat assessment, and critical incident response. The Director also collaborates with the City of Caldwell and community partners on parking, traffic, and public safety concerns. Success in this role requires strong leadership, sound judgment, effective communication, knowledge of campus safety practices, and the ability to build collaborative relationships across a diverse campus community. Responsibilities include emergency preparedness, security operations, Clery Act compliance, personnel and contract oversight, parking administration, community partnerships, policy development, and continuous improvement of campus safety programs.

Successful candidates will possess a bachelor's degree in a related field or an equivalent combination of education and experience; a master's degree is preferred. Candidates should have at least five years of progressively responsible experience in campus safety, security, emergency management, law enforcement, or related public safety operations, with higher education experience preferred. Experience supervising personnel, leading crisis response activities, and managing security or emergency preparedness programs is required. Knowledge of Clery reporting, Title IX coordination, threat assessment, and parking administration is preferred, as is training in ICS/NIMS, emergency management, or crisis intervention. A valid driver's license and the ability to respond outside regular hours, including evenings, nights, and weekends, are required.

Candidates must be authorized to work in the United States as of the expected hire date and throughout the duration of their employment without sponsorship from The College of Idaho. A current, valid driver’s license is also required, and candidates must be vehicle-insurable.

The College offers competitive benefits, including tuition waiver for dependents, health insurance, a retirement plan with employer match, generous paid time off, free access to on-campus fitness centers, and free admission to campus events. Spouses, domestic partners, and dependents are eligible for benefits coverage.

A complete application will include a current résumé, a cover letter addressing qualifications for the position, and the names and contact information of three (3) references: two (2) from management and one (1) professional, sent to careers@collegeofidaho.edu. **Review of applications will begin immediately and continue until qualified candidates are selected**. As we move through the application review process, additional information may be requested from qualified candidates.

With over 134 years of history, The College of Idaho is a regional and national leader in higher education. The College of Idaho is a mission-driven community of exceptional learning that challenges the ambitious and forges pathways to success and purpose.

The College of Idaho is proud to be an equal-opportunity employer. We are dedicated to attracting, retaining, and optimizing performance and academic excellence through an inclusive workforce. The College does not discriminate on the basis of sex, race, color, age, religion, disability, national and ethnic origin, veteran status, sexual orientation, gender identity, or any other basis protected by law.