

# Clayton R. Richards

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## RETIRED POLICE OFFICER / CORPORATE SECURITY DIRECTOR / UNITED STATES NAVY VETERAN

Firearms Expert with nearly 10 years' law enforcement / security industry experience. Leadership accomplished — empowers personnel to achieve high levels of performance; confidently reaches sound decisions in critical situations. Held Secret Security Clearance as United States Navy logistics management professional.

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### Core Competencies

- Community Liaison / Community Partnerships & Alliances
  - Incident Command & Crisis Management
  - Asset & Resource Management / Risk Management
  - Interviewing & Interrogations
  - Industrial & Information Security / Surveillance
  - Operations Management & Policy Development
  - Career Pathing Programs / Performance Benchmarks
  - Financial Administration / Vendor Management
  - Courtroom Testimony & Litigation Support
  - Fleet Management / Preventative Maintenance
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### Professional Experience & Accomplishments

**FourSquare Security Services, Marlton, NJ** 3/13-Present  
Direct 24/7 operations of 2.5-square-foot mall located on 85-acre property, including 9-story, 115,000- square-foot office building. Manage full-scale security operations serving 180 tenants and the general public, overseeing asset management and safety programs, and functioning as liaison to local police and the New Jersey Office of Homeland Security.

**Security Director, Blue Hill Mall, Burlington, NJ • 11/09-Present**

Direct the activities of 85 security officers, supporting human resource function in recruiting and hiring personnel; promoted to key management position within 7 months of hire, initially functioning as Site Supervisor (3/09-11/09).

- ▶ **Improved financial foundation through process enhancement, fundraising programs, and cost-reduction initiatives.**
  - Revamped administrative cost structure from 50% to 32% by streamlining staff and consolidating responsibilities.
- ▶ **Spearheaded change management programs focused on improving staff morale and increasing supervisory accountability.**
  - Introduced career pathing, leadership development, and employee-recognition programs, culminating in improved interdepartmental cooperation and a 67% increase in employee retention.
  - Drove training program enrollment and boosted efficacy of annual competency-based performance appraisals. Ensured professional development programs complied with corporate and contractual directives.
- ▶ **Achieved asset-protection and financial administration benchmarks.**
  - Refocused CCTV training on big-picture view, ultimately supporting efforts to halt rash of car thefts, enhanced tenant safety, and reducing retail shrinkage.
  - Resolved corporate financial discrepancies. Captured \$5,000 in profit revenues and eliminated overtime previously accrued at 8%, outsourcing CPR, AED, and First Aid Training. Achieved seamless integration of contract and in-house services. Streamlined payroll processing function.
  - Evaluated and rebid existing facilities maintenance contract, positioning favorable negotiations that generated annual savings of nearly \$50,000.

**Bergenfield Police Department, Bergenfield, NJ** 9/04-3/13  
County seat department comprised of 26 full-time police officers, 10 special law enforcement officers, and 13-member civilian support staff. Oversaw 6.5-square mile radius designated urban enterprise zone. Served multicultural population.

**Detective, Narcotics Division • 7/10-3/13**

Managed field-tactical and deployment operations in both routine and emergency situations. Functioned as Burlington County Law Enforcement Team member. Earned designation as “Megan’s Law Liaison” on behalf of Mount Holly Township; forged and sustained collaborative alliances with Burlington County Prosecutor’s Office.

- ▶ **Achieved above-average solvability rate, launching forms that advanced methodology employed in solving Megan’s Law crimes, orchestrating missing person cases and follow-up protocol, and facilitating use of Amber Alert, working in tangent with the State Police.**
  - Provided input into hiring process via background investigations.
  - Administered grievance proceedings as intermediary between union personnel and management hierarchy.

### **Professional Experience & Accomplishments . . .**

#### **Bergenfield Police Department . . .**

##### **Detective Sergeant / Detective Supervisor, Identification / Juvenile Crime Unit • 9/04-7/10**

Directed the activities of 12 detectives in gathering evidence and solving complex cases, ensured department-wide compliance with evidence logging and storage protocol, essential to department's capability to process, store, and / or forward to New Jersey State Police laboratory.

▶ **Worked closely with the State of New Jersey to create a unique program model to provide services to child victims of domestic abuse.**

- Efforts culminated in a highly success program that was replicated across several New Jersey counties.
- Managed a program budget of \$450,000,

▶ **Orchestrated department's premier Force Continuum to prevent hands-on altercations with arrestees. Protocol exists today and served as a catalyst for state-mandated protocol.**

- Tapped by Middlesex County Prosecutor's Office to join Narcotics Task Force, precipitated by achieving highest number of arrests, department-wide.

##### **DARE Officer / School Resource Officer • 7/03-7/12**

Directed summer recreational programs in alliance with the township. Forged and sustained partnerships with local police. Managed community outreach programs.

▶ **Spearheaded a parent-student involvement study, emerging as foundation for statewide parent-teacher conferences.**

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### **Education & Certification**

**Bachelor of Science Degree**, Criminal Justice, The College of New Jersey, Lawrenceville, NJ May 2012

**Certified Patrol Officer**, Camden County Police Academy • August 2004

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### **Professional Training**

Certified Protection Professional (CPP), ASIS Association of Industrial Security, Jersey City, NJ • December 2013

New Jersey Office of Homeland Security and Protection Threat Assessments, Fairlawn, NJ • October 2013

US Department of Homeland Security Private Sector Counterterrorism Awareness, Washington DC • April 2013

US Department of Homeland Security / Science & Technology Active Shooter, Washington DC • February 2011

US Department of Homeland Security, Surveillance Detection, Washington DC • April 2011

International Council of Shopping Centers, Terrorism Awareness Training, Washington DC • January 2011

Crisis Negotiations, Federal Bureau of Investigations, Union County Police Academy, Bergen, NJ • 2010

Finding Words, Children Interviewing Course, Burlington County Police Academy, Browns Mills, NJ • 2009

FBI, Crisis Negotiator Course, Union County Police Academy, Bergen, NJ • January 2009

Interview and Interrogation Course, Bergen County Police Academy, Bergen, NJ • March 2009

United States Marshall Service, Fugitive Investigation Course, Bergen County Police Academy, Bergen, NJ • June 2008

National School Safety Center, Cops in Schools, Columbus, OH • June 2007

National Association of School Resource Officers (NASRO) Instructor Course, Somerville, NJ • October 2007

Crimes against Children, University of Pennsylvania, College Park, PA • March 2006

DARE Instructor Course, Atlantic City, NY • March 2003

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### **Military Experience**

United States Navy • Honorable Discharge, 1998

Storekeeper 2<sup>nd</sup> Class Petty Officer • USS Farragut DDG-37 • Personnel Support Activity, Philadelphia Naval Shipyard