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***From Police to Security Professional: A Guide to a Successful Career Transition.* By Michael S. D'Angelo, CPP. Boca Raton, FL: CRC Press, 2015. ISBN 978-1-4822-4431-1. Appendixes. Certifications. Bibliography. Index.**

This book is a guide directed towards law enforcement and military personnel transitioning to the private security profession. It addresses opportunities within private industry and government with a breakdown of specific sectors within them. The publication also provides a list of professional organizations that cater to security in general as well as specific niche markets. It leads a person through the entire process from the decision to move into the private sector, preparing for the change, résumé writing, job interviews and professional development.

The author, Michael D'Angelo, is a retired Police Captain with twenty (20) years of service in a major metropolitan police department. During his career he held a variety of positions and assignments providing him the opportunity to serve in supervisory, management and senior command roles.

The author is a college graduate as well as a graduate of the Southern Police Institute of the University of Louisville's Command Officers Development Course. Upon retirement, he entered the private security field as the Corporate Security Manager for Baptist Health Hospital South Florida, Miami, FL. He earned a Certified Protection Specialist (CPP) designation by the American Society for Industrial Security (ASIS) and is a member of other industry specific security organizations.

The book outlines how a person leaving or retiring from law enforcement or the military can position themselves for a rewarding second career. In the publication, the author provides practical suggestions for tailoring a résumé to capitalize on skills developed in his or her prior career. While discussing résumés, the author explains the importance of branding one self and how to customize and modernize the document for specific employment opportunities. The book debates the value of a professionally prepared résumé as opposed to a document prepared by the job seeker. The author included his résumé which a job seeker can utilize to model their résumé after. The book also contains a chart of terms and their practical private sector translations.

D'Angelo discusses the thought process and possible motivations involved in the decision to leave law enforcement or the military and what a person may

encounter intrinsically during the transition. He examines the history of the ever growing role of private security and the economic realities facing both the candidate and the industry.

As a law enforcement or military member, a person attends a variety of training and development courses. The book discusses which types of these courses may have a genuine value and may be of interest to prospective employers. A person's achievements and how to market them is similarly discussed.

The interview process is outlined in order to prepare a person, taking into consideration questions to be anticipated, knowing about the organization and appropriate questions a candidate should or could ask an interviewer.

The chapter about associations, education and certifications is presented clearly, stressing the importance of each of these items. It goes into detail about the significance of formal education in the private sector, something that traditional law enforcement agencies did not always value. The book covers the myriad of opportunities for professionals to pursue higher levels of education, from traditional brick and mortar schools to the ever increasing accredited on-line universities who have gained formal acceptance of their degree programs.

Professional certifications is another area the manuscript covers in detail. It discusses certifications offered by security organizations, such as the CPP offered by ASIS, to a variety of government courses that lead to accreditation in areas such as disaster response. The value of continuing professional development is handled well.

The examination of the various sectors of employment for security professionals is inclusive and covers seventeen specific areas. Each sector is discussed in terms of opportunity and earnings potential. The ever growing area of Information Security is covered in depth with a frank discussion of the importance of certifications and experience well beyond what most law enforcement and military professionals possess.

An entire chapter is devoted to Emergency Preparedness which is frequently a term interchangeable with Emergency Management. The author points out why this stand-alone chapter is important. It is because he believes the retiring military or law enforcement professionals are uniquely prepared through their training and experience to handle a variety of emergency situations. The chapter leads the reader through planning, business

continuity and recovery. Since the historic and infamous event of September 11, 2001 this field has exploded with opportunities. Recent natural disasters and the media coverage of what some may term “insufficient government response” has led to the emergence of this area as a potential field, as well as specific college curriculum and associated degree programs. It discusses what employers may be looking for in terms of a candidate’s experience, training and education.

The role of social media in job searching, marketing and day to day business operations is covered. In conjunction with social media the author points out the importance of being able to navigate the cyber world. He discusses how using personal social media may be used by organizations in evaluating candidates. His point being that unprofessional posts may be seen by unintended viewers- employers!

Midway through the book I began to feel that the material may be a little too basic. However, it would be virtually impossible for any author to write a comprehensive how-to book that would take into consideration every reader’s level of expertise and knowledge of the field. If I were reading the book as a person making a career transition I would have read it a bit differently than I did as a reviewer. That is, I would have skimmed or skipped chapters not 100% applicable to my perceived needs. Overall, this book does a noble job in leading a person through the process of preparing to and moving from law enforcement or the military into the private security sector.

As a retired law enforcement professional who has made the transition to the private security sector, I was able to relate to the issues Mr. D’Angelo brought forward. I can state unequivocally that this book is a no-nonsense practical guide that anyone should get value from reading. I would even go as far to say the book would also be a valuable resource to anyone changing careers from and to any industry. The author appears to be motivated to assist others in their transition. He even included his personal contact information with an offer to answer questions or offer advice.

Howard Farkas