



## **STATE EMERGENCY MANAGEMENT DIRECTOR RECOMMENDED CRITERIA**

**Updated October 2018**

### **ESSENTIAL EXPERIENCE:**

- Experience in and understanding of the principles of emergency management<sup>1</sup>.
- Knowledge of and experience with local, state and/or federal government.
- Working knowledge of public policy development and the states' role in the federal system.
- Ability to work with elected officials at all levels of government; demonstrated understanding of the legislative process.
- A record of progressively challenging leadership positions; ability to manage organizations that expand during crisis and rapidly changing situations.
- Ability to develop and articulate a strategic vision and direction.
- Experience in leading change, strategic planning, organizational assessment and development, and financial management.
- Experience with public budgeting process and in financial management and familiarity with Federal grants and the budgeting of Federal funds.
- Experience in coordinating across organizations and agencies and among different levels of government, and work with the private sector to achieve specific outcomes and developing and maintaining meaningful partnerships.
- Demonstrated ability in problem solving and successful decision-making, especially during crisis and rapidly changing situations.
- Excellent communications skills to deal effectively with state executive branch, legislature, Congress, other state agencies, the media, citizens and other constituents and stakeholders.
- Ability to advocate for the state's emergency management program and build capability statewide while fostering collaborative and valuable partnerships.
- Working knowledge of the National Incident Management System, FEMA Preparedness Grants, Federal Disaster Assistance Programs, the Emergency Management Assistance Compact, and the Emergency Management Accreditation Program.

### **DESIRED EXPERIENCE:**

- Experience leading an emergency management or public safety organization in the public or private sector.
- Working knowledge of homeland security concepts and prevention and protection-based programs.

- Leadership experience in prior disasters; understanding of the disaster declaration processes.
- Skills in developing, implementing and assessing comprehensive emergency response plans, training programs and exercises.
- Familiarity with state and Federal programs, policies, laws and authorities related to emergency management, to include, but not limited to, public health preparedness, school safety, cyber security and agriculture.
- Ability to articulate and impart values; pattern of leaving organizations stronger and healthier than at the time of entry.

<sup>1</sup>Describing an incident, natural or manmade, that warrants an action to protect life, property, environment, and public health or safety, and to minimize disruptions of government, social, or economic activities. United States Dept. of Homeland Security, *National Response Framework Glossary*, (Washington, DC: January 2008), p.1.