

ALBERT G. KIRCHNER, JR.

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PROFILE

- Extensive senior and executive level public policy and government affairs experience.
 - Operational decision making in emergency management and disaster recovery.
 - Leader in policy, legislative, international standards making and technical working groups.
 - Numerous awards for innovations to improve performance and outcomes while reducing costs.
 - Proven ability leading organizations requiring revitalization or facing significant change.
 - Recognized expert in performance excellence, high performance organizations and quality systems.
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NATIONAL SECURITY & EMERGENCY PREPAREDNESS

DEPUTY DIRECTOR FOR SECURITY & SAFETY

Headquarters, Department of the Army, Washington, DC

October 2008-May 2011

Senior management official responsible for day-to-day operations of a four-division, 65-person directorate fulfilling a diverse array of critical security, safety, emergency preparedness and continuity of operations missions in support of the Secretary of the Army, the highest levels of the Department of Defense, the White House and the United States government.

Accomplishments:

- Actively engaged the four division chiefs in the development of the Directorate's first strategic planning effort to enable it to have the additional staff and funds needed to perform expanding missions in the time frames required to be effective.
- Implemented quarterly program reviews to focus program goals and improve on-time production and accountability.
- Made process improvements to eliminate human error in the transmission of Personally Identifiable Information and to minimize defects and improve cycle time in the production of our inspection/assessment report product lines.
- Department of the Army Superior Civilian Service Medal and numerous outstanding performance awards.

CHIEF, OFFICE OF CONTINUITY OF OPERATIONS & EMERGENCY PREPAREDNESS

Headquarters, Department of the Army, Washington, DC

August 2007-October 2008

Focal point for all continuity of operations (COOP) and emergency preparedness (EP) planning for the Army Secretariat and Army Headquarters. Also responsible for shelter-in-place, emergency escape masks, occupant evacuation plans and safety & occupational health programs for over 20,000 Headquarters personnel at 60+ facilities in the National Capital Region.

Accomplishments:

- Developed a comprehensive COOP & EP program proposal for staff and funds (\$2.6 million) to implement a robust COOP program; program went on line in 12 months with 96 shelter in place sites and completing 46 tests and exercises.

CHIEF, BUDGET, ADMINISTRATION & PLANNING DIVISION

National Maritime Center, U.S. Coast Guard, Arlington, VA

1993-2007

Led a staff of 16 to deliver budget, procurement, administration, publishing and technology services to a 120-person unit with a budget of \$20 million and missions in homeland security and maritime regulatory affairs. Earlier, staff Fire Protection Engineer for the U.S. delegation to the Safety of Life At Sea (SOLAS) treaty at United Nation's International Maritime Organization in London.

Accomplishments:

- Implemented activity based costing and a quarterly budget review process to ensure maximum results, minimum waste and timely budget spend down.
- Applied quality management principles to production of USCG *Proceedings* magazine—increased circulation by over 400% in 3 years, reduced undeliverable magazines by 95%, realized cost avoidances in excess of \$120 thousand per year, and achieved consistent on-time production.
- Senior Examiner, Commandant's Quality Award Program—advisor to units on Total Quality Management, ISO 9000, Baldrige and Balanced Scorecard quality systems and management models.
- Deployed for 68 days to manage FEMA Hurricane Katrina recovery for the New Orleans Fire Department.
- Developed mariner performance assessments adopted by U.S. and 7 other nations—awarded Departmental Bronze Medal, five Meritorious Team Commendations and Commander's Award for Sustained Excellence in the Federal Service.

FEDERAL SENIOR EXECUTIVE SERVICE

SUPERINTENDENT, National Fire Academy, Emmitsburg, MD

1991 - 1993

Chief Executive Officer of an internationally recognized federal academy delivering executive development and technical courses to the nation's fire and emergency services leaders and technical specialists.

Accomplishments:

- Streamlined academy organizational structure to empower staff at point-of-service, improve workflow and increase customer satisfaction. New organizational structure improved both customer satisfaction and employee morale.
- Improved course development process to reduce time-to-market by 50 percent and add course offerings.
- Introduced internal controls and budget procedures to eliminate wasteful, end-of-year un-programmed spending.
- Led Academy's first Strategic Plan for Excellence to revalidate its mission, create an exciting vision, set strategic goals, foster organizational alignment and establish milestones for accomplishment.

INTERNATIONAL RISK MANAGEMENT & EMERGENCY SERVICES

ADMINISTRATOR, MARINE CORPS FIRE & RESCUE SERVICES and CHIEF FIRE PROTECTION ENGINEER

1982 - 1991

United States Marine Corps, Washington, DC

Responsible for fire, rescue, emergency medical (EMS) and hazardous materials services at Marine Corps bases worldwide (combined population of 200,000 people and \$12 billion in buildings, contents, rolling stock and aircraft). Operated 71 fire companies with 900 civilian firefighters costing \$35 million annually. Marine Corps' senior technical expert in all policy matters, labor negotiations, litigation and testimony to Congress.

Accomplishments:

- Instituted programs to attract quality personnel and reduce turnover from 50% to 8.5% per year.
- Improved productivity by establishing the first formal Emergency Medical Services program among Federal fire services.
- Improved fire inspection productivity by 40% through use of hand held computers.
- Developed an innovative deployment model, "Flexible Response", to improve effectiveness and increase productivity 73%.
- Increased fire survivability in family housing from 50 to 98% utilizing new residential sprinkler technology as part of a fire loss management strategic plan.
- Established an Executive Development & Exchange Program to broaden experience of senior fire officers and advance the careers of women and minorities.
- Built nine regional fire training centers to improve performance and share training resources with surrounding communities.
- Purchased 113 new fire trucks to reduce average fleet age from 13 years to 3.5, reduce maintenance costs and implement a novel, more effective resource deployment model through leveraged resources.
- Awarded Department of the Navy Superior (Silver) and Meritorious (Bronze) Civilian Service Medals.

NATIONAL POLICY DEVELOPMENT & PROGRAM IMPLEMENTATION

CHAIRMAN, FEDERAL FIRE SERVICES INTERAGENCY TASK GROUP

1984 - 1986

U.S. Fire Administration, Washington, DC

Streamlined federal fire programs, reduced duplication and recommend improvements to the President and Congress.

(ACTING) DIVISION DIRECTOR, NATIONAL FIRE SAFETY AND RESEARCH OFFICE

1980 - 1982

U.S. Fire Administration, Washington, DC

Directed legal and policy research to reform State and local code enforcement practices and improve effectiveness.

Accomplishments:

- Conceived and sponsored a National Center for Community Code Compliance to reform State and local code programs.
- Funded legal research for retrospective code enactment; identified "best practices" for transfer to State and local compliance systems; developed code compliance courses for the National Institute of Justice in Reno, NV.

(ACTING) ASSOCIATE SUPERINTENDENT FOR ASSISTANCE PROGRAMS

1977 - 1980

National Fire Academy, Washington, DC

Manager for 37 Statewide fire service training grants. Built cooperative relationships with top state and local officials to ensure Academy curriculum would integrate with existing State and Metropolitan training programs.

RESEARCH ASSOCIATE & ADJUNCT FACULTY MEMBER

1976 - 1980

International City Management Association (ICMA) and ICMA Institute, Washington, DC

INSTRUCTIONAL SYSTEMS ENGINEER, Sperry Rand Corporation, Great Neck, NY

1972 - 1974

EDUCATION & TRAINING

NATIONAL GRADUATE SCHOOL, Falmouth, MA

Master of Science in Quality Systems Management • 2005

National Graduate School Scholarship and U.S. Coast Guard Innovation Grant

NATIONAL-LOUIS UNIVERSITY, Evanston, IL

Master of Science in Management • 2000

THE AMERICAN UNIVERSITY, Washington, DC

Public Administration (24 Graduate credits) • 1977-79

International Association of Fire Chiefs Scholarship

UNIVERSITY OF NOTRE DAME, Notre Dame, IN

Bachelor of Science in Aerospace Engineering • 1972

Ford Foundation Scholarship and designated a "Notre Dame Scholar"

HARVARD UNIVERSITY, KENNEDY SCHOOL OF GOVERNMENT, *National Preparedness Leadership Initiative*

• 2011

CENTER FOR CREATIVE LEADERSHIP, Greensboro, NC, *Leading Creatively*

• 2011

U.S. OFFICE OF PERSONNEL MANAGEMENT, Washington, DC, *Senior Executive Service Development Program*

• 1992

CENTER FOR CREATIVE LEADERSHIP, Greensboro, NC, *Leading Creatively*

• 1997

MILITARY & COMMUNITY SERVICE

UNITED STATES ARMY RESERVE

1972-1995

Command and Staff Assignments as a Company Grade Engineer and a Field Grade Infantry Officer; Meritorious Service Medal for first full scale test and exercise of a reserve division mobilization plan; National Defense Service Medal (Operation Desert Storm)

TEAM LEADER & MENTOR, U.S. SENATE PRODUCTIVITY & MARYLAND QUALITY AWARDS PROGRAM

University of Maryland Center for Quality & Productivity, College Park, MD

2004-2005 & 2006-2007

PRESIDENT, Eastport Volunteer Fire Company, Annapolis, MD

2010-2017

CHAIR, Communications & Professional Skills Advisory Council, Graduate School USA, Chicago, IL

2011-2015

MEMBER, Public Safety Disability Retirement Board, City of Annapolis, Annapolis, MD

2011-2017

MEMBER, National Fire Protection Association, Standards Committee on Fire Apparatus (NFPA 1901), Quincy, MA

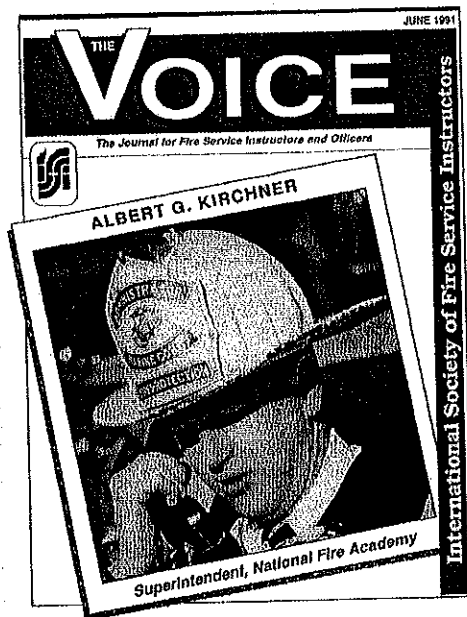
1989-1991

Excellent references available from senior leaders in industry, government, academe and the military.

WHO IS AL KIRCHNER?

Albert G. Kirchner, Jr., is a nationally recognized consultant in management and development of fire and emergency service organizations, executives and leadership teams.

Mr. Kirchner has held high-level positions in a wide range of Federal fire, emergency management, security and safety organizations. Most recently, Mr. Kirchner served as Deputy Director of Security for Headquarters, Department of the Army where he was awarded the Superior Civilian Service medal for establishing a robust Continuity of Operations and Emergency Preparedness capability for the Army Secretariat. During the previous 14 years, he held a number of senior positions with the U.S. Coast Guard and was awarded the Department of Transportation Superior Achievement medal for his groundbreaking work in performance standards and measurement for merchant marine professional qualifications. He was detailed to FEMA for 68 days to manage New Orleans fire, police and EMS recovery after Hurricane Katrina. Earlier, Mr. Kirchner served in the George H.W. Bush administration as Superintendent of the National Fire Academy, the capstone institution for fire service training in the U.S. and internationally recognized for its leading edge executive development programs and technical courses for the nation's fire and emergency services.



Before his Academy post, Mr. Kirchner was Administrator for Marine Corps Fire & Rescue Services at Headquarters, U.S. Marine Corps in Washington, DC. He led to prominence this worldwide fire/EMS program that operated 46 engine companies, 6 ladder companies, 18 "flying" squads, 12 hazardous materials/heavy rescue units and numerous wild land and brush fire fighting vehicles, fire/rescue boats and public fire education demonstration trailers. With over 900 personnel, including 49 chief officers, this was the largest civilian personnel program in the Marine Corps and involved representation from five different labor unions. Prior to this assignment, Mr. Kirchner served as a Deputy Director at the National Fire Data Center and earlier, Associate Superintendent of the National Fire Academy at the U.S. Fire Administration. His fire service experience includes 50 years of career and volunteer experience. He is a graduate of the University of Notre Dame College

of Engineering. He earned a Master of Science in Quality Systems Management degree from The National Graduate School and a Master of Science in Management degree from National-Louis University. He has also attended numerous specialized training programs including The Kennedy School, the FBI Academy, the Center for Creative Leadership and the University of Maryland National Fire Service Command and Staff Course. During his tenure with the Marine Corps, he was awarded the Department of the Navy's Meritorious Civilian Service and Superior Civilian Service medals. He was the staff fire service expert for ICMA and twice he served on the District of Columbia mayoral transition team as a fire service advisor. In 1986, he was honored to address the General Conference of the International Fire Chiefs of Asia in Hiroshima, Japan. He has served on a wide variety of national standards making committees and interagency task groups and has been a member of the Board of Examiners for the U.S. Senate Productivity and Maryland Quality Awards programs. He chaired the Communications and Professional Skills Advisory Committee for the Graduate School/USA, served on the County Executive's Commission on Excellence and served for six years on the Police & Fire Disability Retirement Appeals Board for the City of Annapolis. He was also president of the Eastport Volunteer Fire Co. in Annapolis for seven years.

Mr. Kirchner served in the Army Reserve for 22 years and retired as a decorated field grade Infantry officer. He and his wife, Lisa, enjoy sailing in their leisure time.