

EDWARD B. JOHNSON

C-Suite Executive | Professor
Lieutenant Colonel, US Army, Retired

SKILLS

- ❖ Intelligence
- ❖ Organized Retail Crime
- ❖ Leadership & Execution
- ❖ Strategic Planning
- ❖ Continuous Improvement
- ❖ Strategic Thinking
- ❖ Policies & Procedures
- ❖ Project Management
- ❖ Budget Management
- ❖ Talent Development

EDUCATION

- ❖ **Master of Arts in Homeland Security**
American Military University
- ❖ **Master of Science in Strategic Intelligence** - American Military University
- ❖ **Bachelor of Science in Urban Planning**
East Carolina University, Distinguished Military Graduate

AWARDS

- ❖ **2019 Commendation, Tucson Police Department**
- ❖ 2019 NACo Achievement Award for Innovation (Automated Travel Process)
- ❖ 2010 Most Improved Program Award

ORGANIZATIONS

- ❖ American Legion
- ❖ National Infantry Association
- ❖ Military Intelligence Corps Association
- ❖ Veterans of Foreign Wars
- ❖ Disabled Veterans Association
- ❖ Military Officer Association of America

EARLIER CAREER

- ❖ Associate Professor, Military Science/Leadership Development (Appalachian State University) May 2001 – April 2005
- ❖ Instructor - Leadership Development/Intelligence Operations (U.S. Army Intelligence Center)
- ❖ Intelligence Officer – BDE BICC, BN ASST S2, BN S2 (1st Cavalry Division)
- ❖ Intelligence Officer (7th Infantry Division)
- ❖ Private (E-1) - Specialist (E4) (3rd Squadron/ 2nd Armored Cavalry Regiment)

SUMMARY

Veteran, high performing **Intelligence, Operations and Leadership Development Executive** experienced in providing sustainable solutions to business in the **law enforcement, public sector, and military space**. Dedicated to managing initiatives that bring **strategies, policy implementation, and cost savings** into alignment with present and future enterprise objectives. Seasoned collaborator focused on strong partnership and stakeholder success.

Continuous Process Improvement utilizing data-driven decision making to ensure all organizational goals are accomplished; demonstrated ability to set and articulate a **strategic vision**, drive **critical decision making**, **influence others** and get results in a complex operational environment.

EXPERIENCE

WORRIED BIRD WINDOW WASHING President/ Chief Development Officer

March 2021 – August 2022

Responsible for building a startup franchise operations and sales infrastructure to create and support a new franchise sales process from initial solicitation through contract completion. Establishes and executes organizational or departmental procedures, goals, and policies. Directs the organization's budgetary and financial activities. Analyzes performance indicators, financial statements and identifies areas to cut costs while improving programs, performance, and policies. Manages the growth of the franchise organization with lean budgetary practices. **Grew from 0 units to 12 units in 16 months.**

Chief Development Officer

Responsible for building a startup franchise sales infrastructure to create and support a new franchise sales process from initial solicitation through contract completion. Includes identifying and sourcing prospective new franchisees, pipeline maintenance and adherence to sales processes. Represents the brand and ethically coached prospects through the discovery process, financing resolution and market development. Develops corporate organizational structure and scaling of the company as it grows.

MARICOPA COUNTY ATTORNEY'S OFFICE Chief of Administration (July 2017 – Oct 2019)

March 2016 – Oct 2019

Led a team of 9 Division Directors and 130 personnel to deliver strategic planning, direction, and management supporting over 1000 employees with a budget of over **\$140M**. Oversaw all departments under administration, including Data Quality Analysis, and a newly formed Crime Strategies Research section.

- As project manager for the strategic direction of Intelligence Focused Prosecution (IFP), established stakeholder teams consisting of 8 Community Based Prosecution Bureaus, Phoenix Police Department Crime Suppression and Gun Crime teams, and others to focus on and identify priority offenders in each geographic area of the county.

- Partnered with SMRTFORCE (technology company) to build an Arrest Alert in a SharePoint based platform tool (SMARTFORCE) that moves information to critical users as soon as a priority offender has been arrested/booked. This alert improves communication and ensures critical players have the information necessary for more effective prosecution using a more complete criminal history.
- Created the first ever partnership with the Arizona Army National Guard and added a Counterdrug Analyst position to the Crime Strategies team. Produced and published an extensive Drug Assessment for use by drug prosecutors and other prosecutors which improves effectiveness with each case.
- Refined the development proposal for building an Intelligence Focused Prosecution function that better served the July 2017 reorganization and centered on the expanded Community Based Prosecution vertical model. As part of the reorganization, converted a Research and Planning section of 4 employees into a Crime Strategies section that employs 15, with the addition of the strategic positions of Crime Intelligence Specialists, Criminal Intelligence Analysts, Senior Criminal Analysts, Crime Stats Analysts, Data Quality Analysts, and Crime Strategies Supervisor.
- Redesigned and rebuilt a career progression model increasing personnel levels from **30% to 100%** and reduced turnover to minimal levels.
- Created and built a Records Management Section with a career progression of 10 personnel. Reduced the disposition backlog of 191K down to 103K in 18 months with new personnel.
- In FY 2017-2018 submitted approximately **\$6M+** in grant applications with a **96%** award success rate totaling a **26%** increase from the previous year.
- Planning and coordination of **\$100M** plus project resulting in the Maricopa County Attorney's office move of over 800 personnel into the renovated building in 2020.
- Created opportunities and empowerment to the finance dept that produced **\$105K** in cost reduction.
- Spearheaded efforts of digital transition with successful execution: created audit reviews, online training, saved **\$20K+** introducing cloud services, migration of shared drive data.
- Developed and implemented Travel Process Automation resulting in automation, accuracy, and efficiency.
- Implemented recruiting practices to reduce time to fill, reduce turnover and improve morale.

Director of Research and Planning (March 2016 – July 2017)

Executive responsible for providing **intelligence, research and analysis, continuity of operations planning**. Develops, coordinates, maintains, and monitors policies, guidelines, and procedures in such areas as intelligence analysis, threat assessment, response and recovery, and security. Coordinates operations between various offices of federal agencies, intelligence and law enforcement agencies, and departments to synchronize safety and security operations. Tailors threat/ vulnerability risk assessments and intelligence analysis to ensure the safety and security of personnel.

- Published a Leadership Philosophy, Intelligence Focused Prosecution Implementation Plan, 2017-2018 Strategic Plan, Intelligence Collection Plan in support of creating an Intelligence Focused Prosecution Model for the Maricopa County Attorney's Office.

- Established a **stakeholder team** consisting of East Valley Fusion Center, ATF, FBI, and Police Departments from Chandler, Scottsdale, Gilbert, Mesa, and Tempe to support a pilot program for the first East Valley Bureau Based Project focusing on Crime Drivers in each area.
- Established an **Information Sharing Platform** (SMARTFORCE) linking Prosecution to Law Enforcement moving critical information on crime drivers resulting in more effective collaboration and communication in policing and prosecution.
- Led the procurement and development with SMARTFORCE to build an **Arrest Alert** system linking the Jail Management Feed creating an alert to designated end users. Outlined operational requirements for the basic system, including Person Types, Notes, Permissions, and Content/Format for arrest and pre-booking alert messages.
- Published a comprehensive Gang Threat Assessment for all gangs with a known presence in Maricopa County based on submittal and filing data. Included top gangs, member demographics, offenses, and locations to develop the common operation picture.
- Identified systemic issues between Law Enforcement and the Gang Bureau; bridged the gap in **rebuilding relationships** to foster better communication.
- Established a partnership with the local **Organized Retail Crime Association** and established a working relationship with the **Target** ORC team.

UNITED STATES ARMY

May 2005 – July 2013

Senior Intelligence Officer, G2 (June 2010 – July 2013)

Senior Intelligence Officer responsible for providing intelligence and security policy expertise to the Commanding General in support of over 12,000 personnel.

- Direct oversight of Special Security Officer duties for three (3) **Sensitive Compartmented Information Facilities (SCIF)** in accordance with US Army and DIA standards and procedures.
- Project Manager for 1.5-million-dollar Intelligence Training Platform from inception to completion.
- Executive agent for **threat information sharing** between **local, state, and the national level** to ensure situational understanding for the Common Operational Picture (COP).
- Implemented policy and procedures in the management of Intelligence Oversight (IO), Intelligence Training Program, Personnel Security Program (PSP), and Foreign Language Program.

Intelligence Operations Chief, Afghanistan (June 2011 – Dec 2011)

Strong team leader with proven managerial experience/skills to lead multidisciplinary teams and ensure productivity and morale in high-pressure situations. Led the Analysis and Production Cell that provided critical and actionable intelligence necessary to ensure the safety and security for a 3-star command of over 5,000 personnel in a combat environment.

- Monitored all facets of **biometric security programs** for the Afghan National Security Forces, Afghan National Police, and Foreign Nationals; ensured intelligence sharing for biometric matches.
- Provided expert advice for the executive protection of personnel, classified facilities, infrastructure, equipment, and critical infrastructure to the Commanding General.
- Supervised the production of over 1,700 routine products including intelligence threat assessments, key leader profiles, daily threat reports,

desk notes, and open-source intelligence reports to meet the needs of personnel charged with building military capability and capacity.

- Developed ongoing analytic exchanges with the host country's Ministry of Defense and served as liaison officer to the US Embassy, Other Governmental Agencies, ISAF Headquarters and Joint Command.
- Primary contributor to the development of the Afghan Senior Leader Protection Program, Post Transition Planning Group, Corruption Assessment in support of the Counter Corruption and Organized Crime Report. Produced assessments for leaders in the National Security Council, Office of Secretary of Defense, and Congress.

Dept Chair, Professor of Military Science & Leadership (May 2007 – May 2010)

Director of the Senior ROTC Program of 210 students at the University of North Carolina at Charlotte and 9 partnership colleges. Budget oversight of **\$3M+**.

- Increased enrollment 183% over a three-year period, 5 years ahead of schedule of the program's strategic plan.
- **Received Most Improved Program** award within 12 months of assuming position.
- Designed measurements and metrics to assess the overall effectiveness of leadership learning and its impact on the performance of the organization.
- Implemented readiness goals, objectives, and best practices to ensure all assigned and contracted personnel were medically, mentally and physically fit for accessing and commissioning as officers in the US Army.
- Developed a regional marketing and recruiting strategy focused on targeting centers of influence.
- Direct oversight of recruiting and retention programs, education support and academic advising, federal and state tuition assistance programs, and Veteran's Administration eligibility for students.
- Advisor in the development of the Campus Emergency Response Plan.

Chief Operating Officer, S3 (May 2005 – May 2007)

Directed the implementation and oversight of all training and unit readiness related programs for over 2800 personnel. Provided technical guidance and policy formulation on training matters affecting the organization.

- Transformation manager responsible for downsizing organization from 2800 personnel to 1400 personnel over 24 months.
- Developed and managed the annual operating budget of over 2.5 million dollars.
- Drafted the Anti-Terrorism Plan, Commander's Training Guidance (CTG), Yearly Training Guidance (YTG), and coordinated the Yearly Training Briefs (YTB)
- Coordinated the response during emergency operations and developed a working relationship with **local, state, and federal agencies** in support of Homeland Security.
- Responsible for Emergency Management planning and operations, specifically for hurricane response. Managed prioritizing, tasking, and movement of brigade **force packages** to support critical events during hurricane emergency management response.