

Security Clearance: Active and On File

Current Position and Company: Emergency Management & Homeland Security
Consultant/Trainer

Experience Overview: Paul is an experienced Emergency Management consultant, planner, and trainer with 30 years of experience in the public safety, emergency management, technology, and financial industries. He is a Certified Emergency Manager (CEM) as well as a Florida Professional Emergency Manager (FPEM) and a Master Florida EM Instructor. He also holds a CHS-III (Certified Homeland Security level 3) certification from the American Board for Certification in Homeland Security.

He has extensive experience in emergency management planning and operations in Florida, where he has worked with numerous county and city governments, as well as nationally where he has implemented large scale EM programs, exercises and responses for various federal and state agencies. He has extensive experience in large scale EOC incident and event operations and planning that includes: the 2008 Super Bowl and 2008 Daytona 500. He also has developed and delivered operations training for federal EOC and emergency response agencies.

Paul is a member of the Florida Emergency Preparedness Association (FEPA) and holds an FPEM (Florida Professional Emergency Manager) certification, and a CEM (Certified Emergency Manager) certification from the International Association of Emergency Managers (IAEM). He is also a reservist with Florida's State Emergency Response Team (SERT). He has extensive, hands-on experience with all aspects of NIMS and ICS and is a DHS certified trainer. He has extensive experience working with, training and implementing E Team and WebEOC and other leading EM software solutions. He is board member of the Indian River County VOAD and the technology committee chair of the Florida Emergency Preparedness Association (FEPA) and as a on the senior leadership team for North Treasure Coast Chapter of the Red Cross.

Sample client engagements include:

- Served as evaluator for 2011 St Lucie County Multi-Agency HSEEP Exercise. Responsible for evaluation of Staging Area operations and tactical (SWAT and EOD) team operations.
- Planning Section Chief for Incident Management Team (IMT) in Sipsey Alabama for the April 27th, 2011 super-tornados
- Advanced ICS training on behalf of Florida Division of Emergency Management for the Federal Air Marshal program
- Mass Fatality Incident Response Training and Planning for Palm Beach County, Miami-Dade County, and Broward County, Florida.
- Project Lead and Lead Planner for local hazard mitigation plan for the Sewerage and Water Board of New Orleans (2009-present)
- Developed SOPs, SOGs and plans for Indian River County, FL EOC incorporating E Team (2006-2008)
- Developed Resource Management workflow and processes for Indian River County EOC, Brevard County EOC sing E-Team (2008).
- Supported New Orleans EOC Planning and Logistics sections for Hurricane Gustav evacuation. Primary logistics support application was WebEOC (2008).
- Developed "on the fly" resource management procedures to support 2004 Florida hurricanes (2004)
- Developed and conducted series of HSEEP compliant exercises that ranged from tabletop, to functional to full-scale (2006-2010).
- Certified by the Department of Homeland Security (DHS) as a HSEEP and NIMS/ICS trainer.

- Reviewer for pandemic flu plan for Brevard County, FL (2007)
- Hazard, risk and operations planning for large hospital/healthcare system (15 hospitals, 17 long-term care facilities, a medical research institute, three trauma centers, five home health agencies, a hospice network and dozens of outpatient centers) (2007)
- Curriculum Development for US Federal Air Marshal training program
- Training Needs Analysis for US TSA Baggage Screener program.
- Supported E-Team and Rapid Response systems implementations in Missouri, Arizona and California.

In 2001, Paul was a survivor of and then responder to the attacks on the World Trade Center. He served at Ground Zero for 9 months, initially as a coordinator for search and rescue operations and later in a logistics and operations coordination role that included marine and air operations support. Logistics responsibilities included supporting ongoing operations and providing liaison support of diverse agency needs.

In 2004, Paul served as the regional mass care officer for 2 Florida counties during hurricanes Jeanne and Frances in 2004 coordinating multiple ESFs and agencies. Paul developed the mass care plan for St Lucie and Indian River counties in Florida.

In 2005, Paul served as a logistics officer for a medical strike team sponsored by RICE International Relief Corp in Mississippi after Hurricane Katrina. Paul provided logistics and resourcing support services pre and post mobilization and supported ongoing missions.

In 2008, Paul provided operational support in the New Orleans EOC for the city's evacuation ahead of Hurricane Gustav.

He has spent countless hours supporting, managing, coordinating and training Emergency Operations Centers (EOC) across the US.

Paul is a seated member of the Treasure Coast LEPC (Local Emergency Planning Committee). The LEPC is responsible for preparing a regional hazardous materials emergency response plan, serves as a repository for regional hazardous materials information, and performs outreach functions to increase hazardous materials awareness. Paul serves on the sub-committee on training.

At Savant, LLC and Global Learning Systems (1997-2001), Paul developed and deployed complex training programs for federal agencies (FBI, CIA, NSA, DHS and FEMA), Defense Industry (Northrop-Grumman, Lockheed Martin), and numerous state and local jurisdictions. He has extensive international experience working out of Global Learning Systems European offices based in Manchester, UK and Den Bosch, Netherlands covering most of Europe. Paul was the team lead for developing a US Navy/Northrop Grumman training program from 1999 thru 2003. Key components of this program included marine welding, hazmat, decon, nuclear safety, and crane operations.

Paul led the development of training programs for numerous public safety initiatives and has worked as a contract trainer for the CIA. Other clients included the National Tactical Officer's Association (NTOA), for "Active School Shooter" training, the TSA Baggage Screeners program, and the Federal Air Marshall program.

Paul also serves on the FEPA (Florida Emergency Preparedness Association) Training Committee and Instructor Certification Committee and is the FEPA Technology Committee Chair.

As a certified NAUI SCUBA diver, Paul has been involved in marine rescue operations and diver rescue.

Employment History

November 2003 to Present
Senior Consultant

ntb group, LLC

November 2001 to November 2003

Independent Consultant

Worked on a number of homeland security initiatives as an independent consultant. Projects included: Federal Air Marshal program and TSA Baggage Screen Program.

April 1998 to November 2001
Systems, Inc

Savant, LLC/Global Learning

As VP for Enterprise Solutions, managed complex training projects and product development for large corporate and government clients. Key markets for my division were large global financial, federal law enforcement, military and defense contractors.

April 1997 to April 1998

Independent Consultant

As an independent contract worked on a number of complex training and analysis projects for several US government entities.

May 1995 to April 1997

Transaction Information Systems

As Chief Technology Officer (CTO) at this Wall Street Consulting firm, I was responsible for the strategic direction of mission critical projects for our global financial client base.

Accomplishments included increasing revenue from risk management global practice by 110%, led the architecture of the first consumer on-line stock trading system and served on industry working groups to define security protocols for on-line financial transaction processing.

1983 to 1995

Manufacturers Hanover Trust/Chemical Bank/Chase Manhattan Bank

As VP in Global Risk Management had increasing responsibilities for complex risk analysis covering financial, economic, physical and cyber factors.

1980-1983

Independent Contractor

Paul G. Seldes, FPEM, CEM

Technical Overview:

NC4 E Team, ESI WebEOC, Previstar CEMPlanner
MCSE (Microsoft Certified Systems Engineer)
MCSD (Microsoft Certified Solutions Developer)
Databases: MS-SQL, MySQL, Oracle
Languages: C, C++, C#, Visual Basic, .Net, JAVA, HTML, XML, FLASH, PHP
Multimedia: Adobe Premiere, various multimedia programming environments
OS: MS Windows family (client and server), Unix, Linux, Apple OS
Advanced Interactive Systems (AIS) PRISM tactical simulator, FATS Simulator
Development tools: Adobe Creative Suite, Adobe Captivate, MS Visual Studio

Certifications:

FPEM (Florida Professional Emergency Manager)
CEM (Certified Emergency Manager)
Florida Certified EM Master Instructor
DHS Certified All-Hazard Liaison Officer
DHS Certified All-Hazard Planning Section Chief
Certified HazMat HAZWOPER
NAUI Certified SCUBA (National Association of Underwater Instructors)
DHS/FEMA ICS/NIMS Trainer certified (449)
FEMA Professional Development Series
CHS-III (Certified in Homeland Security level 3) certification - American Board for Certification in Homeland Security
DHS/FEMA/DMORT Mass Fatality Incident Command Trainer
HazMat Awareness Level Certified
Red Cross Damage Assessment Certified (Trainer)
Red Cross Mass Care Certified ESF6 (Trainer)
HSEEP Trainer Certified
E Team Trainer
Red Cross Shelter Management Operations certified
FEMA Debris Management
Radiological Hazard certified (DoD)
Certified NYS EMT
Florida Concealed Carry permit holder

Memberships & Affiliations:

International Association of Emergency Managers (IAEM)
Florida Emergency Preparedness Association (FEPA)
FEMA Disaster Specialist reservist
American Society for Training and Development (ASTD)
American College for Forensic Examiners Institute (ACFEI)
Treasure Coast District 10 LEPC (Local Emergency Planning Committee)

Education: City University of New York (CUNY) 1981 – Political Science

Contact:

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Partial Training Record

Instructional Delivery Skills	G265	FDEM
Volunteers and Donations Management	G288	FDEM
Intermediate ICS	G300	DHS/FDEM
Mitigation Planning for Local Governments	G318	FDEM
Mass Fatalities Incident Response	G386	FDEM
Advanced ICS	G400	DHS/FDEM
Preliminary Damage Assessment	G601	FDEM
Emergency Operations Center Management	G775	FDEM
Homeland Security Exercise Evaluation Program	HSEEP	FDEM
Emergency Program Manager - An Orientation	IS001	FEMA EMI
Radiological Emergency Management	IS003	FEMA EMI
Citizens Guide to Disaster Assistance	IS007	FEMA EMI
FEMA EEO Employee Course	IS0018.11	FEMA EMI
FEMA Safety Orientation	IS0035.11	FEMA EMI
Introduction to ICS	IS100	FEMA EMI
Deployment Basics	IS101.a	FEMA EMI
Workplace Violence Awareness Training	IS106.11	FEMA EMI
FEMA Travel Rules and Regulations	IS 107.11	FEMA EMI
An Orientation to Community Disaster Exercises	IS120	FEMA EMI
Exercise Design	IS139	FEMA EMI
Functional Needs Planning Considerations for EM	IS197.EM	FEMA EMI
Functional Needs Planning Considerations	IS197.SP	FEMA EMI
ICS Basic	IS200	FEMA EMI
Principles of Emergency Management	IS230	FEMA EMI
Emergency Planning	IS235	FEMA EMI
Developing and managing Volunteers	IS244	FEMA EMI
Role of Volunteer Agencies in Emergency Mgmt	IS288	FEMA EMI
Disaster Basics	IS292	FEMA EMI
Introduction to Radiological Emergency Preparedness		
Exercise Evaluation	IS331	FEMA EMI
Planning for the Needs of Children In Disasters	IS366	FEMA EMI
Implementing the Emergency Food and Shelter		
National Board Program	IS420	FEMA EMI
Continuity of Operations Awareness	IS 546.a	FEMA EMI
Continuity of Operations Manager	IS548	FEMA EMI
Intro to the Public Assistance Process	IS630	FEMA EMI
Public Assistance Operations	IS631	FEMA EMI
Intro to Debris Operations	IS631	FEMA EMI
NIMS an Introduction	IS700	FEMA EMI
NIMS Resource Management	IS703	FEMA EMI
NRP an Introduction	IS800	FEMA EMI
ESF #4 - Firefighting	IS804	FEMA EMI
ESF #6	IS806	FEMA EMI
ESF #9 - Search and Rescue	IS809	FEMA EMI
ESF #3	IS903	FEMA EMI

ICS Train the Trainer	L449	FDEM/DHS
All Hazard Liaison Officer	L956	Banner Center for Homeland Security and Defense
All Hazard Planning Section Chief	L962	FDEM
Emergency Response to Terrorism	--	National Fire Academy
Mutual Aid	--	FDEM
Damage Assessment	--	FDEM
Surge Sort Support	--	DEEP Center
Nitrox Dive		SDI