

Resume for Dan E. Estrem

Contact Information

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Professional Summary

I am an accomplished law enforcement professional with a solid history of achievement in law enforcement operations and management, law enforcement related technical information systems development, as well as training development and execution. I have strong organizational skills and effective prioritization and time management capabilities. I have 30 Years of direct experience in international, federal and municipal law enforcement with over ten years as a consultant to law enforcement executives throughout the U.S. as well as other countries. Areas of expertise include operations, investigations, administrative functions, technical information systems development, assessment and training.

Education

Bachelor of Science in Administration of Justice and Biology (double major), Guilford College, Greensboro, NC.

Masters in Education with a specialization in Postsecondary and Adult Education (Graduated with Distinction), Capella University, Minneapolis, MN.

Walden University additional graduate level criminal justice courses (30 Hours):

1. The Nature of Crime and Criminology
2. Controversies in Criminal Justice
3. Ethics and Social Justice
4. Organizational Management and Leadership
5. Disaster Response and Recovery
6. Technical Solutions and 21st Century Crime

Employment Goal

To have an opportunity to leverage my extensive law enforcement, investigative and management experience; my years of program management, technical systems development and assessment, as well as my background in scientific studies, practical training development and education to help law enforcement organizations become successful. My experience includes many criminal justice areas of interest, development and assessments of technical solutions, basic forensic criminology and environmental biology. My long-standing experience as a trainer, program manager, and consultant to executive managers will also provide a solid background that is firmly grounded in over 30 years of public service and an additional 15 years of private consulting and customer service.

General Experience and Qualifications

1. exceptional oral, written and interpersonal skills that will support administrative, operational and training responsibilities;
2. experience in all levels of local and federal law enforcement operational, administrative, investigative, technical and forensic responsibilities;
3. managing major cases and sophisticated investigative operations;

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4. developing and maintaining interagency and cross-jurisdictional collaboration and liaison, including directing and overseeing many task forces, special joint operations and regional interagency information sharing programs;
5. supervisory and personnel management responsibilities;
6. developing and presenting law enforcement training programs;
7. technical law enforcement information systems and related case management program development;
8. critical assessment and evaluation development for operational programs, technical programs, and specialized operations;
9. excellent personal and MS office computer skills.

Employment and Work History

Senior Consultant, 09/2015 to Present

Tetra-Tech/DPK, 09/2016 – Present

CSM-Public Leadership Institute, 09/2015 – 09/2016

I am currently responsible for supporting the continued development of an interagency technical and governance program with the Palestinian Authority Law Enforcement and Security Services. My support involves the assessment of technical operational and case management capabilities within the region and recommending technical solutions that included the deployment of human resource modules and operational case management modules, as well as the design and development of a region wide operational information sharing capability. Additional responsibilities include the organization and support required for the formation of a multi-organization governance program, as well as developing the plans, support and training programs for a country wide law enforcement technical capability to be initiated among all of the law enforcement and security organizations.

Fly Fishing Lead, 12/2013 to Present

Bass Pro Shops, Cary, NC

As a Bass pro Shops Lead, I have the responsibility for continuous interactions with all levels of the general public providing customer service that can relate to all levels of fly fishing experience. I also have developed and presented multiple types of training courses to include fly tying, fly casting and general fishing instruction. Lead responsibilities also included working closely with store management, as well as managing other personnel within the Fishing and Fly Fishing Departments, ensuring they meet needs of the customers and the goals of Bass Pro Shops.

Senior Consultant, 03/2003 to 05/2012

Center for Strategic Management (CSM) / CSM – Public Leadership Institute

I had the primary responsibility for providing executive and technical consulting for federal, state, county and municipal government law enforcement entities around the country. Project and program management responsibilities included the development of technical law enforcement information sharing programs throughout the country for the Naval Criminal Investigative Service (NCIS). This involved developing the technical solution and a highly successful governance processes that addresses the information sharing requirements of over 1,000 federal, state, county and municipal participating law enforcement agencies. This effort required establishing the requirements for, designing and managing the technical development of an information sharing and analytical capability for federal, state and local law enforcement organizations throughout the U.S. I was also responsible for conducting regional assessments for these programs which involved conducting technical assessments of the information management and case management systems,

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legal reviews, developing memoranda of understanding, charters, policy documents, as well as conducting in-depth evaluations of law enforcement programs and fusion center operations.

As a senior consultant I was also responsible for developing multi-level strategic plans for multi-agency operations, the development of operational performance measures, and creating IT system related user training programs.

FBI - Special Agent; Supervisory Special Agent; Unit Chief, 04/1983 to 02/2003 FBIHQ Counterterrorism Division

As a Unit Chief in the FBIHQ Counterterrorism Division assigned to the National Domestic Preparedness Office, a program formed to ensure that the FBI was prepared to handle the consequences of a terrorist attack, focusing primarily on potential weapons of mass destruction (WMD) events. I also worked in the Office of the Executive Assistant Director for National Security developing the strategic plans for the FBI's national Counterterrorism and Counterintelligence Programs. This also included assisting in the development of the FBI Counterterrorism Program's first national program assessment. One of my duties included managing the design and development of the first technical data sharing capability that the FBI engaged in with outside law enforcement organizations.

As a Supervisory Special Agent in Anchorage, Alaska, I successfully managed regional criminal investigations, as well as forming and managing large multiagency task forces, special program groups, court ordered wire-taps, undercover operations and other innovative multiagency programs that were the first of their kind in the state.

As a Supervisory Special Agent, in the FBIHQ Undercover Operations Unit I managed major undercover operations in the U.S. while also developing and administering the highly unique and successful FBI undercover training program. During this time, I also designed the FBI's first formal assessment program for dealing with undercover Agents' mental health and operational preparedness. The FBI's undercover training program assignment included developing training material and acting as a principal instructor and trainer.

As a Special Agent I had multiple levels of investigative responsibilities in all areas of FBI criminal jurisdiction, to include counterintelligence, counterterrorism, organized crime, public corruption, white collar crime, drug crime and violent crimes. My Special Agent responsibilities included maintaining positive and productive liaison with the military, state, county and municipal law enforcement agencies.

Patrol Officer/Detective, 05/1973 to 04/1983 Greensboro NC Police Department

As a patrol officer I was engaged in all levels of patrol related response activities which included responding and reacting to all categories of criminal activity. As a detective, my responsibilities included addressing drug and vice crimes, as well as supporting the investigations of homicides, robberies, and burglaries. While employed with the police department I was one of the first officers to receive an Emergency Medical Technician (EMT) certification.

Knowledge, Skills and Abilities

My overall level of knowledge and experience across almost every aspect of law enforcement operations will bring a much broader and more complete perspective to the assessment of technical capabilities and requirements for law enforcement operations. My experience in bringing together agencies and entities that would not or did not traditionally work together has improved my interpersonal skills and orientation as a team member to better serve the communities and people

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with whom I work and who have had a level of reliance on me. I have also gained a keen awareness of the public safety trends and technical requirements for all levels of federal, state, county and municipal law enforcement. Additionally, my law enforcement operational and administrative skills will enhance my role as a developer of technically complex user training programs. My training program development background will provide valuable insight into other professional law enforcement training requirements.

I have had the opportunity to teach a course in Classic Criminology and Basic Forensic Criminology as a part-time instructor for Gibbs College in Tyson's Corner, VA. I have remained familiar with the laboratory processes and procedures through various levels of training programs received. I have a significant level of expertise using Microsoft Office Suite of products and other supporting computer programs for developing professional level presentations, briefings and classroom training material.

I have strong communication, time management and organizational skills; strong technical capabilities and a solid scientific background in both research and education in the biological sciences.