



Springfield, VA



541-760-1136

LEADERSHIP

President, IAEM, 2024-2025

Chair, FEMA National  
Advisory Council, 2023-2024

Vice President, IAEM, 2022-  
2024

Vice Chair, FEMA National  
Advisory Council, 2022-2023

Homeland Security Advisory  
Board Member, Columbia  
Southern University, 2024

Advisory Board Member,  
Private Sector Emergency  
Management Association,  
2023-Current

EDUCATION

Master of Science  
Engineering Management,  
and Crisis, Emergency and  
Risk Management,  
The George Washington  
University, 2009

Graduate Certificate  
Homeland Security,  
Emergency Preparedness and  
Response,  
The George Washington  
University, 2009

Bachelor of Science  
Environmental Science  
Oregon State University,  
2004

Carrie Speranza, CEM

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Homeland security and emergency management executive with 20 years of experience in the private, public, and nonprofit sectors. Industry thought leader recognized for strong organizational leadership skills and an ability to influence stakeholders, peers, and partners. She is President of the International Association of Emergency Managers (IAEM), and the former Chair of the FEMA National Advisory Council (NAC).

CAREER HIGHLIGHTS

Esri: July 2022 – Present

Director, Emergency Management Solutions

- Global lead for the emergency management industry, setting standards and best practices for geospatial science, data analytics, and artificial intelligence. Drives market education, influence, and awareness of technology.
- Delivers thought leadership through publications, speaking engagements, case studies, and social media platforms that demonstrate the value of technology in emergency management and homeland security.
- Lead industry expert to the product development team, responsible for technology framework architecture and capabilities of the Emergency Management Operations Solution and Watch Center Solution.
- Spearheads the analysis of relevant industry, technological, and financial trends to capitalize on market opportunities.
- Leads integration of the emergency management industry marketing and sales plans into annual global business development plans. Market influence resulted in 20% growth of market revenue over 24 months.

DC Homeland Security and Emergency Management Agency (HSEMA):  
November 2016 – June 2022

Deputy Director

- Acting agency director during COVID-19 response; administrator of all agency programs including homeland security, emergency management, and mission support functions. Alternate Mayor’s Authorized Representative.
- Streamlined agency’s response posture. Executive Command Staff over all emergency activations, including over two dozen National Special Security Events.
- Executive-in-Charge of labor union and management relationships.
- Spearheaded the development of agency policies, coordinating with legal and policy teams, to strengthen governance that streamlined the organization’s performance.
- Directed the communications and legislative affairs team for all agency testimonies and public hearings.
- Reviewed and approved all State Administrative Agent grant activities for the National Capital Region Urban Area Security Initiative.
- Representative on the National Capital Region’s Homeland Security Executive Committee. Coordinated and collaborated with partner agencies to achieve regional goals and objectives.

- Directly managed the agency's Performance and Data Analytics Team, responsible for analyzing key performance indicators and metrics, legislative requirements, accreditation requirements, and risk assessments.
- Led the agency's 5-year strategic planning processes, using performance and data analysis results to inform strategy and budget.

### **Hagerty Consulting: February 2015 – November 2016**

#### *Associate*

- Project manager and chief advisor to the FEMA National Integration Center Planning Technical Assistance Program. Project valued over \$1.5M annually.
- Interfaced with jurisdictions nationwide to implement doctrine/policies and national preparedness activities.
- Author and expert contributor to the National Preparedness System, including updates to the National Preparedness Goal, the State Preparedness Reports and Threat and Hazard Identification and Risk Assessment process, and the National Incident Management System Refresh (2017).

### **MBL Technologies: September 2013 – February 2015**

#### *Manager*

- Senior emergency management and continuity of operations consultant to the United States Department of Veterans Affairs Office of Information and Technology (OIT).
- Directly responsible for authoring the VA's Cyber Incident Response Plan, as well as Continuity and Occupant Emergency Plan Templates, used by 1900+ VA facilities nationwide.
- Deputy program manager on the firm's Veteran's Affairs Project Account.

### **Dewberry: December 2004 – August 2013**

#### *Emergency Management Consultant*

- Corporate Crisis Manager for Dewberry's Crisis Management and Business Continuity Program.
- Project manager for the Hampton Roads Regional Catastrophic Preparedness Program project.
- Chief author of local, state, UASI, regional, and private-sector emergency management strategic and procedural documents to jurisdictions across the country, including US territories.

## **PROFESSIONAL DEVELOPMENT**

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**National Emergency Management Executive Academy – August 2018**

**Certified Emergency Manager (CEM), IAEM**

**Master Exercise Practitioner (MEP), FEMA**

## **AUTHORED PUBLICATIONS**

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- "The Rise of the Disaster Diplomat: A New Era for Domestic Crisis Leadership." Homeland Security Today-US. July 2024. Re-posted and published by the Center for Homeland Defense and Security, Naval Postgraduate School. September 2024
- "Assessing Cyber Risk: Are You Asking the Right Questions?" Virginia Issues and Answers, Virginia Tech University. February 2016.
- "How Emergency Managers Can Come to Terms with the Cyberworld and its Threats." Emergency Management Magazine. March 27, 2014.
- "Maryland County Incorporates Climate Change in its Mitigation Plan." Emergency Management Magazine. August 17, 2010.