

William C. Ray

SKILLS SUMMARY

Highly collaborative and relationship-oriented emergency management and homeland security executive. Proven ability to build collaborative teams and systems to support organizational goals and sustainable growth with internal and external partners. Skilled leader with ability to affect change management across preparedness and response organizations.

PROFESSIONAL EXPERIENCE

Security Clearance: Active SECRET

N.C. Department of Public Safety/Emergency Management Division, Raleigh, NC

Aug 2021-Present

Director & Deputy Homeland Security Advisor

- Senior executive charged with coordination of all-hazards emergency preparedness, response, and recovery for the State of North Carolina and senior advisor on homeland security matters to Executive Branch
- Manage daily operations for a Division of 350 full time and part time personnel with annual non-disaster budget of approximately \$45 million and a disaster programs budget over \$2 billion
- Serve as the State Coordinating Official for multiple federal and state declared disasters and other incidents impacting the State
- Appointments: State Emergency Response Commission, Vice-Chair; Radiation Protection Commission; Interagency Council for Coordinating Homelessness Programs
- Governors Homeland Security Advisors Council (GHSAC) Executive Committee, GHSAC Foreign Influence Steering Committee; ASTHO Preparedness Policy Committee; NEMA-GHSAC-ASTHO Collaborative; N.C. Institute of Medicine's Pandemic Preparedness Task Force Steering Committee.

N.C. Department of Public Safety/Emergency Management Division, Raleigh, NC

Dec 2019-Aug 2021

Chief of Staff

- Principal Deputy with executive management authority in coordinating and supervising two operating divisions: Division of Emergency Management and North Carolina Office of Recovery and Resiliency.
- Senior strategic advisor responsible for complex program management, senior government interagency coordination, continuous process improvement, and development and implementation of strategic priorities, initiatives, and plans.
- Strategic advisor to the State Homeland Security Advisor and Deputy Homeland Security Advisor and management of the Division Plans and Homeland Security Sections.
- Appointments: Governor's Task Force on Safer Schools; N.C. Institute of Medicine's Pandemic Preparedness Task Force Steering Committee.

N.C. Department of Public Safety/Emergency Management Division, Raleigh, NC

Feb 2018-Dec 2019

Assistant Director/Section Chief

- Senior Division leader responsible for management of the combined Plans and Homeland Security Section, consisting of four operational branches: natural and technical hazard planning; homeland security, to include stand up of a cybersecurity unit, critical infrastructure protection and intelligence; radiological emergency preparedness program; and legislative affairs.
- Serve as the Plans Section Chief for the North Carolina State Emergency Response Team during all state activations and field response operations.
- Responsible for support of the State Homeland Security Advisor, management and collaborative planning of the State Homeland Security Advisor Work Group and State Emergency Response Commission, and representation of Division to senior state and federal leadership and interagency policy work groups.

N.C. Department of Health and Human Services, Raleigh, NC

Sept 2013-Feb 2018

Healthcare Preparedness Program

Program Manager (June 2014-Feb 2018)

- Provide overall management and strategic direction for two federal emergency management and response programs within North Carolina with an annual budget of over \$11 million, to include administrative, program, and financial oversight.
- Provide direct management of 15 state emergency program personnel and indirect management of 35 regional healthcare coalition personnel, to include personnel evaluation, goal development, and professional development.
- Serve as emergency response and recovery lead for all Emergency Services/ESF 8 field operations, to include numerous emergency activations, responses, and extended deployments within the state and via EMAC.
- Collaborative planning with senior government leaders serving as agency liaison to: Information Sharing and Analysis Center (fusion center), Anti-Terrorism Advisory Committee, State Emergency Response Commission and associated sub-committees, FEMA Region IV Unified Planning Coalition, and national level policy groups.
- Responsible for oversight of multiple statewide information sharing and incident management technology platforms, to include system development, training, implementation, and evaluation.

Emergency Management Planner (Sept 2013-June 2014)

- Responsible for conducting a risk assessment and gap analysis of the state level program and eight regional programs related to emergency preparedness and response capacity, the development of strategic priorities and strategies, and associated monitoring and evaluation.
- Collaboratively managed regional strategic planning initiatives with healthcare coalitions using a group of varied partners focused on emergency preparedness, response, and critical infrastructure protection, as well as operations plans such as emergency operations, continuity of operations, medical surge, and regional response.
- As primary program liaison to State EMS Advisory Council, collaboratively developed strategic and implementation plan for healthcare coalitions in North Carolina focused on support of emergency management and response.
- Served as on-call duty officer and deployed in support of multiple emergency response operations across the state.

U.S. Department of Health and Human Services, Washington, DC

Sept 2013-Dec 2022

Emergency Response Coordinator

- Within the Assistant Secretary for Preparedness and Response/Office of Emergency Management, serve on federal Incident Management Team charged with command and control of federal health and medical response operations.
- Provide operational direction and tactical guidance to deployed federal teams, to include receiving, analyzing, distilling information from the field, drafting appropriate plans and operational strategies, and disseminating and executing the strategy effectively.
- Deployed as Resource Unit Leader and Plans Section Chief in response to multiple National Special Security Events and training exercises.
- Position is on-call as needed and when deployed 40+ hours.

Gillings School of Global Public Health, Chapel Hill, NC

Aug 2011-Dec 2019

Lecturer

- Deliver annual adjunct lecture on emergency management and response to Health Policy and Management Executive Program cohort.
- Provide facilitation and evaluation of a multi-day table top exercise for Health Policy and Management Executive Program cohort.

EnviroSafe Consulting, Burlington, NC

Nov 2012-Sept 2013

Emergency Management Consultant

- Served in Crisis Management Division for the following clients: two Fortune 500 multinational private corporations, local and state government agencies and healthcare organizations across the southeast United States (public health, EMS, emergency management), and institutions of higher education.
- Projects completed for clients above are as follows: emergency operations plan development and revision, system or program capability assessment and gap analysis, program or jurisdictional risk assessments, hazard and vulnerability analysis, and development of an enterprise crisis management model.

UNC Health Care, Chapel Hill, NC

May 2011-Nov 2012

Assistant Healthcare Preparedness Coordinator

- Served as an emergency management planner and emergency response coordinator for the Mid Carolina Regional Healthcare Coalition, consisting of ten counties in central North Carolina, including associated DoD installations.
- Collaboratively managed the following regional projects: regional emergency response plan development, emergency management training and education, regional exercise development, coalition building and technical assistance.
- Served as one of three on-call coordinators to ensure operational readiness for State Medical Response Team based at UNC Health Care, responsible for over 150 volunteer team members, over \$1.5 million of deployable assets, and annual budget of approximately \$700,000.
- Served as a member of an overhead incident management team specifically for ESF-8 operations within North Carolina and Region IV states, to include multiple deployments for real world events, National Special Security Event, and full-scale exercises.

Wake County Government, Raleigh, NC

Jul 2009-May 2011

Emergency Management Project Specialist

- Served as an emergency management planner and response coordinator housed within Wake County Human Services and liaison with local and state emergency response partners.
- Served in Operations and Planning Section general staff roles during county emergency responses.
- Served as project manager for H1N1 mass vaccination campaign and potassium iodide distribution campaign, which included management of response personnel, collaborative planning with public and private sector, provision of training and education, financial administration.
- Responsible for emergency planning for agency, to include agency emergency response plan, continuity of operations, pandemic influenza response plan, SNS plan and provision of associated training and education.

COMMUNITY ENGAGEMENT

National Information Sharing Consortium, Washington, DC

Oct 2016-Oct 2018

Board of Directors

- In collaboration with local, state, and federal partners, advise leadership on strategic direction of initiative to improve information sharing and situational awareness vertically and horizontally during response.
- Support enhanced nationwide situational awareness and communication across emergency response agencies and public sector levels by improving access to adequate technology platforms and necessary essential elements of information.

NC Human Trafficking Commission, Raleigh, NC

May 2016-Feb 2019

Training Advisory Board Member

- Provide subject matter expertise to develop workforce training programs specifically for emergency responders on recognition of human trafficking and effective response to victims.

House of Hope of North Carolina, Wake County, NC

June 2012-Sept 2014

Board of Directors

- Advised leadership on strategic direction, long-range planning, and financial management and development for a non-profit organization that supports at-risk adolescents and families through both inpatient and outpatient counseling programs.

EDUCATION, CERTIFICATIONS, & AWARDS

University of North Carolina, Chapel Hill, NC

Master of Public Health, Public Health Leadership Program, 2010

Certificate, Community Preparedness and Disaster Management, 2010

Virginia Military Institute, Lexington, VA

Bachelor of Arts, International Studies and Political Science, 2005