


Career Development in Emergency Management


7th Annual Emergency Management Conference



What is an emergency manager?


“My job,” he said, “is to tell you things you don’t want to hear, asking you to spend money you don’t have for something you don’t believe will ever happen.”

Michael D. Selves
 Director of Emergency Management and Homeland Security
 Johnson County, Kansas
Article: New York Times, 9 September 2007



Scope

- Evolution of emergency management
- Emergency manager stereo type
- The new generation of emergency managers
- Challenges for emergency managers
- Future of emergency management
- Continuing professional development
- Credentialing emergency managers
- Retaining emergency managers



Evolution of emergency management

- Public Safety Conservation Act 1932
- Emergency Precautions Scheme 1930's
- Local Authorities Emergency Powers Act 1953
- Ministry of Civil Defence 1959
- Civil Defence Act 1962
- Civil Defence Act 1983
- Civil Defence Emergency Management Act 2002

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Emergency Manager Stereo Type

- Not college educated (4-year degree)
- Middle to late middle-aged
- Emergency management is second or third career
- Job obtained other than with EM Competencies
- Spend EM career in one jurisdiction
- Disaster response planning-oriented
- Works primarily with emergency services
- Has not joined an EM professional association
- Doesn't read disaster research literature
- Knowledge base is experiential
- Frequently wears other hats
- Not well-paid or funded
- Many part-time and volunteer positions

Blanchard, 2001

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The New Generation Emergency Manager

- College educated—many with EM degrees
- More professional and knowledgeable
- Knowledge base: science and research
- Technologically more proficient/adept
- Younger
- More diverse and culturally sensitive
- Emergency management is career of first choice
- Building disaster-resistant communities focus
- Proactive
- Lifelong learner; reads disaster literature
- Joins professional associations
- Plans *with* jurisdiction stakeholders
- Better paid
- Better funding for EM programs
- Upwardly and geographically mobile

Blanchard, 2001

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Challenges for Emergency Managers

- Recognize that fundamental reform is necessary.
- Accept responsibility.
- Build on a foundation of risk assessment, mapping, and management.
- Move from response/reactive to preventive/proactive focus.
- Transform from "do-it-alone" mentality to partnering, coordinating, networking, and cooperating.
- Develop skills to articulate and document persuasive case to top decision makers.
- Mainstream (integrate) emergency management within local government.
- Be a catalyst for social change.
- Assess and evaluate programs, policies, and approaches.
- Fill positions with qualified personnel.

Blanchard, 2001

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Emergency Manager Competencies

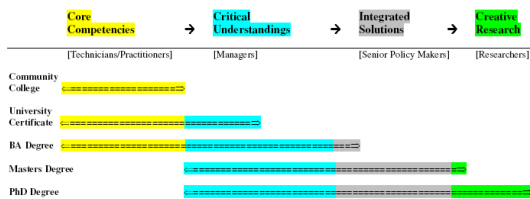
Top 10 Competencies (Blanchard 2005)

1. Comprehensive Emergency Management
2. Leadership & Team Building
3. Management
4. Networking & Coordination
5. Integrated Emergency Management
6. Emergency Management Functions
7. Political, Bureaucratic and Social Contexts
8. Technical Systems & Standards
9. Social Vulnerability Reduction Approach
10. Experience

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Etkin's EM Core Competencies

Differentiating Educational Programs in Emergency Management



Etkin, 2006

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New Zealand Qualification Options


- LGITO RAPID® Certificates
- NZQA National Certificates
- Tai Poutini Polytechnic *delivered by EMANZ*
 - Certificates – Level 2 & 4
- Emergency Management Academy of New Zealand (PTE)
 - Diploma (proposed)
- International Pacific College
 - Bachelors (International Studies: EMHA Major – proposed 2009)
- AUT
 - Graduate Certificate
 - Post Graduate Certificate
 - Masters
- Massey University
 - Graduate Diploma
 - Masters
 - Doctorate (Joint GNS/Massey Centre for Disaster Research)

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Credentialing Emergency Managers

International Association of Emergency Managers
 CEM® - Certified Emergency Manager

- Education (or substitution)
- Experience*
- Training
- Contributions*
- Essay
- Exam



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Retaining Emergency Managers

- Linkages and opportunities with overseas disaster relief
 - RedR, Red Cross, UN etc
 - Emergency management, not inconvenience management
- Host programmes/practitioner exchanges
- International projects
- Sector working and advisory groups
- Professional development opportunities
- Secondments
- Scholarships
- Research involvement

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In Summary

- Invest in developing our new generation
 - New emergency managers should be encouraged and supported
- Continue to evolve the profession in our own right
 - It should no longer be considered a non-qualified trade
 - Emergency management is not a retirement option
- We need to place value on our work
 - If we don't put a value on our profession, no one will
- We need to continue our professional competence
 - Keep abreast of changes and global practices
 - Consider credentialing (CEM®)
- Advertise and employ credible practitioners
 - Focus on top 10 competencies rather than previous organisation "halo effect"

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Thank you

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References

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