# Christian Kampe

[redacted] | **ACTIVE TS/SCI CLEARANCE**

## OBJECTIVE

Global incident response and crisis management leader with 15+ years coordinating triage, escalation, and resolution of high-risk incidents across distributed organizations and international jurisdictions. Proven track record building response frameworks, playbooks, and standard operating procedures at enterprise scale, liaising with senior leaders during active incidents, and driving after-action reviews that strengthen readiness. Active DoD TS/SCI clearance; seeking to bring cross-functional coordination and executive-communication strength to a leading incident response program.

## EDUCATION AND CERTIFICATIONS

Bachelor of Science, Emergency Management | 2021 | Bethel University

Associates of Applied Science, Criminal Justice | 2015 | Community College of the Air Force

### CERTIFICATIONS

- FEMA Incident Command System ICS 100, 200, 700, 800
- Lean Six Sigma Green Belt
- Continuous Process Improvement (CPI)
- Failure Mode and Effects Analysis (FMEA)
- Active TS/SCI Clearance
- Law Enforcement Officer Safety Act (LEOSA)
- NHTSA Certified Field Sobriety Tester
- NHTSA Traffic Investigator

## EXPERIENCE

**Operations and Training Manager** | *The Joint Staff* **Jun 2024 – Present**

- Serve as Incident Commander for National Military Command Center, coordinating triage, escalation, and cross-functional response during security incidents to protect facilities and personnel.
- Draft and implement Joint Staff-level policy and standard operating procedures governing security requirements across the organization.
- Design and lead a recurring readiness program, translating SOPs into scenario-based monthly exercises and after-action reviews that identify gaps and drive continuous improvement.
- Manage daily security operations for a 35-person team providing emergency response assets at the Joint Staff level.
- Manage the full acquisition lifecycle for security program needs: identify capability gaps, source vendors, and coordinate procurement through finance.
- Conduct vulnerability assessments across physical facilities, technical systems (alarms, intrusion detection), sensitive compartmented information facilities (SCIFs), and personnel security postures.

**First Sergeant** | *The Joint Staff* **Mar 2025 – Jul 2026 (Concurrent Duty)**

- Serve as principal advisor to command on welfare, morale, and readiness for 800 personnel.
- Led response to a critical personnel incident involving the detention of a senior officer, coordinating with command and legal counsel on real-time response recommendations while maintaining unit welfare and operational continuity.

**Special Project Manager** | *The Joint Staff* **Dec 2024 – Jan 2026 (Concurrent Duty)**

- Sole owner and executor of education, training, and event strategy for the Director of the Joint Staff, translating leadership vision into policy and programming for the Air Force/Space Force component of the Joint Staff.
- Planned and executed large-scale, high-visibility events, including a Joint Staff All Hands and a Chief Master Sergeant of the Air Force (CMSAF) town hall introducing a new deployment model.
- Operated as a single-person program office reporting directly to senior stakeholders, including the CMSAF and the Director.

**Chairman of the Board** | *The Kingstowne Communion* **Oct 2023 – Oct 2024**

- Led governance and execution of a $7.5M facility partnership project, transitioning a ~100-member congregation from a mobile facility to a permanent shared building over an 18-month timeline.
- Negotiated legal and contractual terms of a partnership agreement with another organization, structuring shared space and governance arrangements.
- Directed budget and financial planning for the capital project, overseeing fundraising efforts in coordination with the board.
- Managed change communication with stakeholders throughout the transition and coordinated project timeline and vendor relationships through handoff; the building has since been completed.

**Flight Sergeant (Shift Supervisor)** | *United States Air Force* **Nov 2023 – Jun 2024**

- Served as Incident Commander under FEMA/NIMS standards, directing response to security and emergency incidents.
- Led daily law enforcement, security, and emergency management operations for a ~30-person team.
- Ensured personnel job qualification and evaluation compliance across security and emergency management duties.

**Program Manager, Unit Compliance & Assessments** | *United States Air Force* **Jan 2022 – Apr 2023**

- Managed a unit-wide compliance program spanning multiple subordinate units, ensuring consistent implementation of and adherence to USAF and DoD standards across the organization.
- Conducted formal assessments of unit compliance, developing and maintaining compliance checklists and governance reporting in accordance with Air Force and DoD standards.
- Served as a sworn member of the Wing Inspector General team, conducting inspections and readiness exercises across Wing units and programs.
- Created and maintained unit rosters and tracking systems, and compiled formal inspection reports to support assessment and inspection readiness.

**Flight Sergeant (Shift Supervisor)** | *United States Air Force* **Jan 2019 – Jan 2022**

- Served as Incident Commander under FEMA/NIMS standards, directing multi-disciplinary response to security and emergency incidents for a 50-person team responsible for the safety and security of 17,000 military and civilian personnel.
- Managed ground security for Air Force One Security & Maintenance Complex
- Served as liaison between DoW and 12 federal and local law enforcement agencies, coordinating command and control across jurisdictions.

- Ensured personnel job qualification and evaluation compliance.
- Authored performance evaluations, decorations, and administrative reports.

**NCOIC, Training** | *United States Air Force* **Feb 2021 – Jan 2022 (Additional Duty)**

- Managed the training and qualification program for a 300+ person unit, designing scenario-based exercises to build readiness for high-pressure operational scenarios.
- Brought a previously non-certified unit to full certification by redesigning the unit's training cycle and readiness exercises.
- Tracked qualification compliance across the unit and briefed leadership on training readiness status and gap remediation.

**Resilience Coordinator** | *United States Air Force* **Oct 2017 – Feb 2020 (Additional Duty)**

- Designed and delivered resilience and crisis-response programming for 400 personnel, building unit capability to perform under sustained stress.
- Improved incident response time by 50% through revised coordination protocols and training.
- Briefed Wing leadership on readiness and produced formal reporting to support command decision-making.

**Additional Roles** | *United States Air Force* **2012 – 2021**

- Assistant NCOIC, Elite Gate Guard Section — Assisted in managing a 100-person installation access control section, the second-busiest in CONUS.
- NCOIC, Visitor Control Center — Managed installation access control operations and a 20-person civilian team responsible for visitor badging.
- Security Forces Patrolman / Response Force Member (Ramstein AB, Germany & CONUS) — Performed law enforcement and security patrol duties on installation.