



# BRENT JONES

## Skills

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- Leadership and People Development
- Change and Growth Management
- Executive Leadership
- Business Development
- Employee Motivation and Performance
- Effective Communicator and Public Speaker
- Judgement and Decision Making
- Management Team Leadership
- De-escalation Management
- Fundraising

## Professional History

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Emerge Inc | Columbia, MD

**Deputy Director**

*02/2020 - Current*

- Implemented multiple process updates to drive improvements to organizational operations.
- Facilitated knowledge-share opportunities to advance effectiveness of company model.
- Liaised with company executive to elucidate business strategies, cross-cutting company departments or branch boundary operations to streamline operations and improve outcomes.
- Spearheaded identification and evaluation of key portfolio risks, developing strategies for lower-level implementation to anticipate and prevent loss of accounts or business volume.
- Guided strategy development related to financing company projects through fundraisers, grants or contract negotiation, deriving effective approaches from relevant research and analytics.
- Lead staff meetings, working groups or task forces to implement strategic initiatives.
- Maintained positive relationships with vendors and external partners to support business resilience efforts.
- Conducted meetings to lead discussions as subject matter expert on assigned projects.

Emerge Inc | Columbia, MD

**Special Assistant to the Executive Director**

*06/1996 - 02/2020*

- Planned and delivered training sessions to improve employee effectiveness and address areas of weakness.
- Implemented quality metrics to track business needs and lead diverse projects.
- Delegated work to staff, setting priorities and goals.
- Delivered speeches and attended industry conferences to promote company image and engage with buyers.
- Recruited, hired and trained employees on operations and performance expectations.
- Promoted public awareness of mission through outreach, advocacy and online presence.
- Established strategic direction and goals to accomplish objectives.
- Set organization direction and developed strategies and tactics to fulfill mission.

Emerge Inc | Columbia, MD

**Director of Day Services**

- Collected key program data and analysis to support continuous improvement.

01/1999 - 06/2010

- Facilitated staff meetings and educational work sessions to strengthen staff competencies.
- Oversaw administrative support staff to facilitate day-to-day program activities.
- Managed program operations and provided strategic leadership for workers.
- Interviewed persons of interest and special guests for broadcast segments.
- Initiated and set goals for programs according to strategic objectives of organization.
- Spearheaded program planning and staff development to promote growth.
- Acquired music, video and other materials for use in planned programs.
- Met regularly with program stakeholders to make program adjustments and assess progress.

Emerge Inc | Columbia, MD

**Residential Director**

01/1998 - 06/2010

- Conferred with medical personnel to understand backgrounds and needs of residents.
- Observed students to detect and report unusual behavior.
- Collaborated with counselors to develop counseling programs that addressed student needs.
- Developed and deepened relationships with residents and fellow staff.
- Compiled residents' daily activities and quantities of supplies used to prepare reports

Emerge Inc | Columbia, MD

**Residential Counselor**

06/1996 - 06/2010

- Counseled students in handling family, financial and educational problems.
- Observed students to detect and report unusual behavior.
- Completed daily resident welfare checks and coordinated with facility staff to meet resident needs.
- Chaperoned group-sponsored trips and social functions.
- Developed and deepened relationships with residents and fellow staff.
- Collaborated with other counselors to develop programs that address needs of residents.

## Education and Training

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University of Maryland Global Campus | Maryland

**Bachelor of Science** in Homeland Security

10/2022

- Minor Criminal Justice

Anne Arundel Community College | Arnold, MD

**Associate of Science** in Homeland Security

06/2015

## Certifications

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- MANDT Certified Trainer
- Private Investigator License – 2016
- REID Technique of Investigative Interviewing and Advanced Interrogation Certified 2017
- Certified Range Officer, NRA - 2020
- Certified NRA Instructor, National Rifle Instructor - 2020
- Certified USCCA Instructor, United States Concealed Carry Instructor - 2022
- Certified Executive Leadership Public Safety, UMGC - 2022
- Certified Trainer, McAfee Institute/ Human Trafficking - 2018

- Certified Cyber Intelligence Investigator, McAfee Institute - 2020
- Certified Workplace Violence and Threat Specialist, McAfee Institute - 2019
- Certified Counter Intelligence Threat Analyst, McAfee Institute - 2022
- Certified Executive Leader, McAfee Institute - 2020

## **Additional Information**

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- Prince Hall Mason
- Proud Member of Alpha Phi Alpha Fraternity Incorporated
- Church Safety Coordinator Union Church 2010 to present
- Walk to End Alzheimer's Walk Chair 2019-2022
- Walk to End Alzheimer's Sponsorship Chair 2018-2019
- Citizens Advisory Council Secretary , Howard County Police Chief Advisory Board
- NAACP Membership Chair
- NAACP Public Safety Co-Chair
- NAACP Assistant Secretary
- NAACP Assistant Treasurer