**John R. Lowrey**

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**Global security | Training and Development | Complex and Special Investigations**

**TS/SCI Security Clearance | Certified Fraud Examiner (CFE)**

Dynamic and collaborative senior investigator, security officer, and trainer with over 21 years of experience utilizing and teaching a broad analytical skillset, including those that concern security operations, fraud investigations, insider threats, outsider threats, theft, and employee misconduct. A demonstrated career of professionalism, strong organizational skills, attention to detail, critical thinking, efficient multitasking, and the ability to work effectively in a team environment under high stress conditions. Outstanding verbal and written skills, coupled with the ability to produce accurate and objective investigative and security reports that bring complex, sensitive, and special investigations and inquiries to timely and logical conclusions.

**Professional Highlights**

* Conducted almost 300 domestic and international investigations concerning employee misconduct, fraud, theft, workplace violence, embezzlement, sexual assault, sexual harassment, money laundering, financial crimes, SARs, human trafficking, counterintelligence, and export law violations.
* Redesigned the curriculum and training for agency’s flagship 17-day investigative program and decreased the time required to complete by 7 days or 168 hours per course. This required chairing multiple working groups and a curriculum review conference while overhauling almost every single aspect of the program. Since the inception of this new program, it has saved almost 700 hours across four classes and 95+ personnel.
* Delivered 50+ in-person and virtual courses to 500+ personnel encompassing interview and interrogation, statement analysis, behavioral science, conflict management, deception detection, and credibility assessments. Overhauled existing lesson plans and curriculum by adding case studies and student handouts, resulting in glowing student reviews and selection to join a team of instructors providing instruction to 500+ personnel from local and state police departments.

***Areas of Expertise***

* *International Investigations*
* *Instructional Systems Design*
* *Physical & Residential Security*
* *Executive Protection*
* *OSINT*
* *Threat Assessment*
* *Fraud Training & Awareness*
* *Counterintelligence*
* *Program Management*
* *Strategic Leadership*
* *Crisis Management*
* *Inspections & Evaluations*
* *Training & Curriculum Development*
* *Workplace Violence*
* *Database Research*

***Professional Experience***

**US Department of state (diplomatic security / Office of Inspector General)** (2002 - Present)

**Senior Program Manager | Training and Development** (2016 - Present)

* Oversaw the re-accreditation process for the agency's flagship investigative program consisting of 45+ benchmarks for success. This is important because the work occurred in the last year of the five-year accreditation cycle and resulted in the rewrite of 40+ policies for the agency. Led the agency through a successful self-assessment, followed by a multi-day independent compliance assessment, concluding with a final rigorous review before the Board. This process, which usually takes five years, was accomplished in less than a year.
* Led 15+ assessment and evaluation teams consisting of 45+ personnel and evaluated 15+ agencies to determine program compliance with stringent federal law enforcement training standards. Based on performance and expertise, named by the organization as their Team Leader of the Year.
* Created four virtual programs and wrote multiple white papers that were delivered to 3K+ personnel during the pandemic at zero cost, providing instructional support to numerous agencies during a highly fluid and uncertain time period.
* Served on an employee rights working group dedicated to increase morale and employee engagement. Created a white paper with multiple recommendations focused on new hire onboarding and employee retention, resulting in a 100% implementation rate.
* Redesigned the curriculum and training for agencies flagship 17-day investigative program and decreased the time required to complete by 7 days or 168 hours per course. This required chairing multiple working groups and a curriculum review conference while overhauling almost every single aspect of the program. Since the inception of this new program, it has saved almost 700 hours across four classes and 95+ personnel.
* Delivered 50+ in-person and virtual courses to 500+ personnel encompassing interview and interrogation, behavioral science, conflict management, deception detection, Cognitive Interviewing, rapport-based interviewing, as well as Hotline operations and investigative writing. Overhauled existing lesson plans and curriculum by adding case studies and student handouts, resulting in glowing student reviews and selection to join a team of instructors providing instruction to 500+ personnel from local and state police departments.
* After being trained personally by renowned academic and psychologist Ronald P. Fisher, conducted 20+ research projects utilizing federal law enforcement students to determine whether the Cognitive Interviewing technique could be utilized in deception detection. This technique was scientifically validated and led to the creation of an academic paper detailing how it could be used to both increase informational yield and enhance detection of deception during law enforcement interviews.

**Senior Manager | Physical Security and Investigations** (2002-2016)

* Oversaw physical security and investigations for 50+ diplomatic residences and facilities in Havana, Cuba, overseeing a $15M budget, a 150+ personnel guard force, and eight military personnel.
* Implemented a computer-based crisis management plan for the facility and led 15+ personnel through multiple tabletop exercises, resulting in the complete overhaul of the emergency action plan and its conversion to an online format. This major initiative required close coordination with multiple executives and the completion of 225+ sections.
* Revamped 10+ guard force policies and aligned with internal guidelines with ground reality, resulting in increased employee retention and morale.
* Overhauled an insider risk filing system for classified documents, eliminating 10+ years of redundant records and configuring the system to store and intake essential document fields, creating institutional knowledge and the ability to cross-reference threats past 10 years. Multiple high-level investigations were initiated based on this new functionality.
* Conducted almost 300 domestic and international investigations concerning employee misconduct, fraud, theft, workplace violence, embezzlement, sexual assault, sexual harassment, money laundering, financial crimes, SARs, human trafficking, counterintelligence, and export law violations.
* Based on prior performance and reputation for professionalism and competence, recruited to co-manage American Embassy logistical security support for the Fifth Summit of the Americas in Trinidad and Tobago, coordinating the Embassy’s security efforts with 400+ law enforcement and military personnel from multiple organizations to ensure the safety of dignitaries and heads of state from 30+ nations, including U.S. President Barack Obama and U.S. Secretary of State Hillary Clinton on their first overseas diplomatic visit.
* Identified an internal employee utilizing sensitive law enforcement information to harass an ex-boyfriend, including stealing his identity to open multiple credit card accounts. Interviewed the employee and obtained a confession, resulting in the creation of a white paper on insider threats and the remediation of system vulnerabilities to prevent a future incident. This resulted in a $1.5M contract to repair the vulnerabilities.
* Led an international labor trafficking investigation leading to multiple arrests and a $1.08M restitution order. The results of this investigation led to multiple changes within internal policies, the student visa system, and worked with President Obama's National Security Council as a subject matter expert to enact policies to decrease visa fraud and labor trafficking.
* Selected to lead a high-profile conflict of interest investigation involving a member of the Secretary of State's inner circle, leading to an investigation by the Department of Justice. This included mishandling of classified information and theft of $30K.
* Led 125+ domestic and international executive protection details for multiple US dignitaries and foreign heads of state, including advance work, close protection, protective intelligence, motorcades, and threat assessments.
* Spearheaded a massive human trafficking investigation and found that hundreds of foreign women had been trafficked into the US by Middle Eastern diplomats over 10+ years. This resulted in the successful prosecution of multiple individuals and reformed the Department of State's visa system, leading to the creation of an internal Human Trafficking Task Force, which did not previously exist.
* Based on reputation for professionalism and competence, selected to oversee an executive protection detail for the Haiti head of state in a war zone, leading the team of 15+ Special Agents over a 30-day period with zero injuries or fatalities. This involved establishing secure base of operations, reliable transportation, secure communications, upgrading of weaponry, and rotation of personnel.

**early career**

**Infantry Squad Leader | Operations Manager - United States Army – 82nd Airborne Division, Fort Bragg, NC**

* As a Non-Commissioned Officer, managed and trained a squad of three direct reports and led them through a multitude of high stress and physically demanding and time sensitive exercises and operations.
* As an Operations Specialist, was responsible for an Airborne Infantry company’s logistics, administration, and operations.
* Oversaw $2.5M in sensitive equipment, including rifles, machine guns, communications equipment, vehicles, and anti-armor missile systems.

***Education***

Cornell University

**Graduate Certificate in Executive Leadership**

Virginia Commonwealth University

**M.S. Criminal Justice**

Virginia Tech

**B.A. Political Science**

***Languages & Computer Proficiency***

English – Fluent Proficiency

Spanish – Intermediate Proficiency (3/3+)

Excellent working knowledge of Microsoft Office Suite (Word, Excel, PowerPoint, Outlook, Teams) and Mac iWork (Pages, Numbers, Keynote)

Typing speed 65 words per minute

***Certifications & Awards***

* Certified Fraud Examiner – Association of Certified Fraud Examiners (ACFE)
* Certified Forensic Interviewer – International Association of Interviewers (IAI)
* Professional Certified Investigator – ASIS International
* PEACE Investigative Interviewer – Forensic Interview Solutions (FIS)
* Advanced Interview and Interrogation – John E. Reid and Associates
* Advanced Interview and Interrogation – Wicklander-Zulawski
* Team Leader of the Year - Federal Law Enforcement Training Accreditation (FLETA)
* Outstanding Graduate Student – Virginia Commonwealth University, College of the Humanities
* Eagle Scout – Boy Scouts of America