PAUL EDMONDS

Principal Consultant | Emergency Management Executive | Strategic Advisor

Red Dragon Consulting Ltd. • Okanagan, British Columbia

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EXECUTIVE PROFILE

Senior emergency management consultant with over 30 years of experience across the United Kingdom and Canada. Former UK national lead for Incident Management and Flood Risk Strategy, with responsibility for policy, operational frameworks and coordination across 22 incident sectors. Experienced strategic incident commander, government advisor and decision-maker, government operations, combining high-consequence operational decision-making with national policy, organizational change and public-sector governance.

Founder and Principal Consultant of Red Dragon Consulting Ltd. since 2018, advising local governments, First Nations, public agencies and other organizations on emergency programs, hazard and climate risk, evacuation planning, business continuity, exercises and independent after-action reviews. Brings practical command experience, independent judgement and an evidence-based approach to complex public safety decisions.

CAREER HIGHLIGHTS

- 30+ years in emergency management; more than 200 projects delivered across British Columbia since 2018.
- Conducted national-level after-action reviews in the UK and major reviews in B.C., including the White Rock Lake, McDougall Creek, Busk Creek East and Bald Range wildfires; the 2021 atmospheric river events; and the Chilcotin River landslide.
- Evacuation planning portfolio across local governments and First Nations encompassing more than 700 planning zones, with decision making guidance and analysis.
- Fraser Basin Council project to review the provincial flood emergency and recovery policies of B.C. to provide foundational investigations for the B.C. Flood Strategy.
- First roles in B.C.: EOC Director for the Regional District of Okanagan-Similkameen during the 2018 flooding and wildfire response. Provision of advice and guidance for the Grand Forks Flood 2018 recovery and the development of the regional flood response plan.
- UK national leadership of incident management and flood risk strategy; strategic incident command, multi-agency coordination, policy reform, legislation development and central government briefings.
- UK Chairperson and national member of multi-agency risk, counter-terrorism groups and UK Pipeline Security Group. Regional Chair of the Energy Site Infrastructure Coordination Group
- Qualified supplier to Emergency Management and Climate Readiness B.C. for Emergency Management and Hazard, Risk and Vulnerability Assessment Facilitation; approved supplier to Public Safety Canada.

PROFESSIONAL AFFILIATIONS

Association of International Emergency Managers • UK Emergency Planning Society • Building Resilient Communities Society

CORE EXPERTISE

Strategic emergency management and governance • Executive and government advisory • Incident command and EOC leadership • Hazard, risk and vulnerability assessment • Evacuation planning • Climate adaptation and disaster risk reduction • Emergency program reviews • Business continuity and recovery • Multi-agency and First Nations engagement • Independent after-action reviews • Training, exercises and facilitation • Security Threat Assessment • Change Management

CANADIAN LEADERSHIP AND CONSULTING EXPERIENCE

Red Dragon Consulting Ltd. Founder, Principal Consultant and CEO | *August 2018–present*

Lead a specialist emergency management and resilience consultancy providing strategic advice, project leadership and technical deliverables for governments, First Nations and public-sector organizations across British Columbia.

- Direct emergency program and governance reviews, HRVAs, disaster risk reduction and climate adaptation assessments, evacuation planning and response/recovery frameworks.
- Provide independent facilitation, incident and EOC advisory services, operational assessments, after-action reviews and exercises for complex multi-agency environments.
- Lead client engagement, scope and deliverable quality, specialist coordination and practical implementation recommendations.

PROJECT TYPES AND CONSULTING SERVICES:

- Emergency Management Governance and Strategic Advisory. Emergency program reviews, governance, legislation, organizational capability, policy development, strategic planning and intergovernmental coordination.
- Risk Assessment, Climate Resilience and Critical Infrastructure. All-hazards risk assessments, disaster risk reduction, climate adaptation, infrastructure resilience, mitigation and business continuity.
- Emergency Response, Evacuation and Recovery Planning. Emergency plans, flood and wildfire response, evacuation routes and strategies, EOC arrangements, operational decision support and recovery planning.
- Strategic Incident Leadership and Operational Coordination. Incident command, EOC leadership, government liaison, multi-agency coordination, public safety and consequence management.
- Independent Reviews, Training and Exercises. After-action reviews, organizational assessments, ICS instruction, EOC training, multi-agency exercises and continuous improvement.
- Community Preparedness and Specialized Planning. First Nations emergency management, public preparedness, emergency communications, special event safety, security and contingency planning.

Director for Strategic Alliance For Emergency Management (SAFER) | *January 2023 - ongoing*

- Founding member; SAFER is a collaborative of the founding members and approximately 27 associates that provides a full suite of emergency management

Regional District of Okanagan-Similkameen. Emergency Management | *January–September 2018*

Supported emergency program development and response; served as EOC Director during prolonged freshet flooding and wildfires. Introduced decision-support and operational coordination improvements, including flood monitoring, engineering support and asset tracking.

UNITIED KINGDOM LEADERSHIP AND EXPERIENCE

Natural Resources Wales. National Manager, Incident Management and Flood Risk Strategy | *2015–2017*

- Led national incident management and flood risk strategy across 22 incident sectors, including policy, operational oversight and strategic alignment with government priorities.
- Advised central government, emergency services and local authorities on high-consequence risks affecting public safety, infrastructure, communities and the environment.
- Directed national policy and operational framework development, multi-agency coordination, legislative and organizational reviews, and briefings for senior government decision-makers.

Natural Resources Wales. Senior Incident Strategy Advisor / Senior Change Manager / Senior Project Manager | *2012–2015*

Led national incident strategy and business continuity work, readiness and exercises, and emergency management transformation associated with the formation of a new government agency. Managed transition projects involving statutory emergency management roles, flood warning, operational systems and new working practices. Specialist Operations and counterterrorism projects.

Environment Agency. Flood Recovery Manager | *2012*

Chaired recovery task-force work and coordinated assessment of flooding impacts on communities, businesses, infrastructure and the environment; supported parliamentary briefing requirements.

Environment Agency. Regional Incident and Emergencies Business Partner | *2006–2012*

Senior warranted inspector and multi-agency emergency management lead; coordinated preparedness, mitigation, response and recovery with government, emergency services, health authorities, utilities and voluntary organizations. Specialist Operations and counterterrorism projects.

Environment Agency. Regulatory, management and technical roles | *1995–2006*

Progressed through environmental protection, senior inspector and investigator, and water quality management roles. Held enforcement responsibilities and managed environmental monitoring teams and significant operational budgets.

GOVERNANCE, PROFESSIONAL LEADERSHIP AND RECOGNITION

- Director and program leadership, Building Resilient Communities Conference, British Columbia; former director, Emergency Preparedness Business Continuity Conference (current).
- Former Director and Vice-Chair, BC Association of Emergency Managers; former Chair, Wales Emergency Planning Society (2015–2017).
- Former chair or member of UK regional and national multi-agency risk, infrastructure, security and emergency planning groups, including the UK Pipeline Security Group.
- Decorated for public service.

PROFESSIONAL DESIGNATIONS AND EDUCATION

BSc (Hons) • UK Strategic Incident Commander designation • HM Coastguard On-Shore Commander • ICS Canada Instructor • NEBOSH qualification • Gold and Silver Trainer, Advanced Facilitation, Plans and Exercising. Business continuity, strategic risk, hazard assessment, critical infrastructure, audit, and project management. Former UK government security clearance holder - national security and critical infrastructure.