

Paul Michael Edwards
2105 W Ave. E Unit A, Alpine, TX 79830
C: 520-405-4541
Paul.m.edwards@cbp.dhs.gov
Current Clearance: TS/SCI

OBJECTIVE

Use my knowledge, skills and experience gained through decades of work in the government and law enforcement to further the safety and justice objectives of the American people.

QUALIFICATIONS REVIEW

Assistant Chief Patrol Agent, Prosecutions and Asset Forfeiture (7/27/2025 to Present): GS-1896-14, Marfa, TX

Assistant Chief of Labor Relations & Settlements (1/10/2022 to 7/26/2025): GS-1896-14, Washington, DC

Adjunct Professor, Business Law (8/15/2024 to 12/10/2024), Carroll Community College, Westminster, MD

Assistant Chief of Strategy, US Border Patrol (11/3/2013 to 1/10/2022): GS-1896-14, Washington, DC
Strategic Planning & Analysis Directorate, Planning Division

US Army Reserve (6/9/1995 to 5/18/2019): E-8 (First Sergeant), Fort Belvoir, VA
First Sergeant, Platoon Sergeant, Instructor, Squad Leader, Ops Non-Commissioned Officer, 3 Combat Tours
Operation Iraqi Freedom (2003, 2005, 2008)

Operations Planner and Inter-Agency Liaison (5/1/2012 to 11/3/2013): GS-1896-13, Tucson, AZ
Operational Programs Division, Integrated Planning Team

Intern, U.S. Office of Special Counsel Alternative Dispute Resolution Unit (8/10/2021 to 11/2/2021)

RELEVANT EDUCATION

Bachelor of Arts in Homeland Security & Emergency Management – University of Arizona (2013)

Master of Science in National Security Strategy – National War College (2016)

Juris Doctorate – University of Maryland Francis King Carey Law School (2022)

SKILLS SUMMARY

Alternative Dispute Resolution
Homeland Security Grant Management
Contract Officer Representative
National Security Council Strategic Planning
Labor Relations
Tort Law

US Army Instructor
Small-Team and Organizational Leadership
Balanced Scorecard Professional
Equal Employment Opportunity Law
Contract Negotiation
College Professor

EMPLOYMENT HISTORY

United States Border Patrol, Big Bend Sector Headquarters

Assistant Chief Patrol Agent – Prosecutions & Asset Forfeiture / GS-1896-14, July 2025 to Present

I oversee all prosecutions, seizures, and forfeitures within Big Bend Sector. I review all prosecution submissions to ensure legal sufficiency, appropriate venue, and overall advancement of legitimate government interests.

Key Achievements/Projects/Initiatives

- Working with the United States Attorneys Office on the development and implementation of alternate prosecutorial and consequence delivery through the Central Violations Bureau.

United States Border Patrol, Headquarters

Assistant Chief – Labor Relations & Settlements / GS-1896-14, January 2022 – July 2025

I provide legal advice to the Chief, U.S. Border Patrol on labor related issues. Additionally, I am one of two agency settlement authorities in labor negotiations with the National Border Patrol Council and National Treasury Employees Union. I represent the Agency in negotiations, mediations, and arbitrations over labor related grievances and equal employment opportunity claims.

Key achievements/Projects/Initiatives

- Agency representative in collective bargaining agreement negotiations with the National Treasury Employees Union.
- Developed annotated collective bargaining agreement for agency management use, along with training curriculum and updates.
- Instructor in the CBP training course for new supervisory and management personnel on the current collective bargaining agreements, prohibited personnel practices, and equal employment opportunity.
- Agency settlement authority in numerous equal employment opportunity complaint and tort settlement negotiations.
- Responsible for Step III grievances filed by employees and the Union, conducting legal research and analysis regarding accusations of violations of the labor contract, agency policy, and law, and responding to those grievances.

Carroll Community College, Business and Accounting Department

Adjunct Professor – Business Law, August 2024 – December 2024

I teach a Business Law course that covers a wide range of business and employment law topics for undergraduates. Topics include Constitutional Law, Contract Law, Property Law, Labor Law, Secured Transactions, and Cybersecurity.

United States Border Patrol, Headquarters

Assistant Chief – Strategic Planning and Analysis (SPA) Directorate / GS-1896-14, November 2013 – January 2022

As lead strategist of the Planning Division of the SPA Directorate I acted as liaison between strategic and operational planning. I have used my experience in operational planning to assist in guiding strategic products toward more realistic means and ends that will inform headquarters needs, add value to field operations, and accomplish security objectives of the American people.

Key Achievements/Projects/Initiatives

- US Border Patrol representative to the CBP Strategy development team, responsible for the creation of the USBP strategic objectives and enduring mission priority (2019-2021).
- Author of the U.S. Border Patrol 2020 National Strategy and the U.S. Border Patrol 2022-2026 National Strategic Plan.
- Contributor and facilitator to the USBP COVID-19 response plan, including Title 42 implementation.
- Border Patrol representative in the development of the Department of Homeland Security Southern Border and Approaches Campaign Plan, and development of the DHS Joint Task Forces.
- Member of the CBP Strategic Planning Advisory Council.
- Spearheaded the development of the Chief's 2015 & 2016 Operational Priorities, and the 2016-2020 Priorities Outline.

Department of Homeland Security, Office of Strategy, Policy & Plans, Strategy & Analysis/ GS-1896-14, April 2017 – October 2017

Detailed position with the DHS Office of Policy for as the Customs and Border Protection representative in the development of the 2018-2022 Quadrennial Homeland Security Review and 2020-2024 DHS Strategic Plan. Additionally, I was assigned different roles with other strategies during my detail. Strategy development at the interagency level includes soliciting inputs and facilitating planning meetings with individuals from agencies with sometimes competing priorities.

Key Achievements/Projects/Initiatives

- Lead strategist in the National Strategy to Combat the Travel and Attempted Entry of Special Interest Aliens.
- Contributor to the 2018-2022 DHS Strategic Plan.
- Contributor to the 2018-2022 Quadrennial Homeland Security Review.
- Contributor to the National Strategies to Counter Terrorist Travel, Combat Terrorist Use of Social Media, and the DHS Northern Border Strategy.

United States Border Patrol, Tucson Sector Headquarters Operations Officer – Operational Programs Integrated Planning Team / GS-1896-13, May 2012 – November 2013

As a founding member of the Tucson Sector Integrated Planning Team (IPT), I was directly involved in the planning of over 80 named tactical operations ranging from single station operations to multi-station corridor campaigns and bi-national operations. In my time with the IPT, I was also involved in numerous special projects and initiatives at both the Sector and Headquarters level. I performed duties as the Tucson Sector Operation Stonegarden Program Manager. From January 2011 through May 2012, I was detailed to the IPT as a Supervisory Border Patrol Agent.

Key Achievements/Projects/Initiatives

- Managing the \$9+ million Operation Stonegarden (OPSG) Homeland Security Grant for the Tucson Sector which involves producing yearly operations campaign plans, acting as a sitting member of the OPSG Working Group where decisions are made about funding allocations for equipment and overtime for the grant, and liaising with the 30-participating state, county, local, and tribal law enforcement agencies in the Tucson Sector.
- Developed a deliberate planning process for operations planned within the Tucson Sector using military doctrine and experience.
- Lead planner for two Department of Defense/Customs and Border Protection point of integration operations.
- Planned and participated in the execution of two bi-national operations involving the Secretaria de Seguridad Publica (SSP, now known as CNS), federal police for the Government of Mexico.

- Lead planner for the fiscal year 2012 Tucson Sector Campaign Plan.
- Planner for the Tucson Sector Expedited Removal Initiative, Battle Rhythm Work Group, and Community Engagement Strategy; all initiatives that drove the increased efficiency and resiliency of the Tucson Sector.
- Tucson Sector Trainer for the 2012-2016 Border Patrol Strategic Plan.

United States Army Reserve – 3/318 Training Support Battalion, Master Sergeant – First Sergeant, June 1995 –May 2019

Throughout my career in the Army, I was assigned to positions requiring leadership and planning acumen ranging from squad leader of a gun truck platoon and as Operations Non-Commissioned Officer at the Company level. I served three tours in the Iraq Theater of Operations in support of contingency Operations Enduring Freedom and Iraqi Freedom (February 2003 to November 2003, September 2004 to January 2006, January 2008 to January 2009). I spent the last 5 years of my career as an advisor and instructor for units deploying overseas.

EDUCATION

University of Maryland Francis King Carey School of Law; Juris Doctorate

National War College; Master of Science in National Security Strategy

University of Arizona; Bachelor of Arts in Homeland Security and Emergency Management

MANAGEMENT & LEADERSHIP TRAINING

2016 – CBP Second Level Command Preparation

2015 – U.S. Army Basic Instructors Course

2014 - US Army Battle Staff Noncommissioned Officer's Course

2012 - US Army Senior Leaders Course

2010 - US Army Advanced Leaders Course

2009 - CBP Supervisor's Leadership Course

2009 - US Border Patrol Technical Training Course

2006 - US Army Warrior Leaders Course