



**FIRST
RESPONDER
NETWORK
AUTHORITY**

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**GENERAL MANAGER
RECRUITMENT PROSPECTUS**

October 16, 2012

FIRSTNET



The Vision

In February 2012, Congress enacted The Middle Class Tax Relief and Job Creation Act of 2012 (the Act), containing landmark provisions to advance America's public safety capabilities. Title VI of the Act directs the establishment of a state-of-the-art nationwide, interoperable broadband network for use by America's first responders and other public safety workers. The Act provides 20 megahertz of spectrum and \$7 billion in funding to create the public safety broadband network that will ensure that the benefits of wireless broadband are available to first responders throughout the nation, as well as enable interoperability across jurisdictional boundaries. This network will enable first responders to perform activities such as:

- Receiving live video transmitted from security cameras or from a helicopter monitoring a scene from the air;
- Remotely accessing patient medical records and transmitting images while in an ambulance that is en route to a crisis, aiding an evaluation, or in the midst of delivering of medical care;
- Obtaining an emailed photo of a missing person at a police dispatch and disseminating it for immediate review by officers in the field;
- Using specialized applications that allow police to quickly identify criminal suspects and accident victims through technologies such as facial recognition, iris scanning, and fingerprint identification;
- Accessing video images of a crime in progress;
- Downloading the blueprint of a burning building to a handheld device;
- Connecting rapidly and securely with personnel from other towns and cities during a crisis; and
- Accessing databases containing a range of information (e.g., driver's licenses or other photos; and records of warrants, arrests, prison time, or history of violent behavior).

FIRSTNET WILL "FULFILL A PROMISE MADE TO FIRST RESPONDERS AFTER 9/11 THAT THEY WOULD HAVE THE TECHNOLOGY THEY NEED TO STAY SAFE AND DO THEIR JOBS."

VICE-PRESIDENT JOE BIDEN,
FEBRUARY 21, 2012

Today's public safety communication systems lack the capabilities of modern networks and commercial devices. Indeed, New York City Police Commissioner Raymond Kelly testified to Congress last year that "a 16-year-old with a smart phone has a more advanced communications capability than a police officer or deputy carrying a radio." Beyond the capability lag, public safety systems are also fragmented across thousands of Federal, State, and local jurisdictions. This fragmentation puts the responders—and the public—at risk in emergencies like 9/11 or Hurricane Katrina, when different public safety agencies could not communicate with one another. But beyond hampering the effectiveness of our public safety officials, this fragmentation also adds to the cost of communications systems.

Informed by the lessons learned from earlier public safety deployments, FirstNet will benefit from strong coordination and the catalyst of federal funds to overcome prior hurdles to interoperability. As a result, the Nation's first responders and public safety agencies will ultimately be more effective, and they and the American public will be safer. While the nationwide wireless broadband network for public

safety will be most critical during severe emergencies, it will also improve public safety response on a day-to-day basis.

FirstNet

The Act creates the First Responder Network Authority or “FirstNet” and directs it to establish a nationwide, interoperable public safety broadband network. FirstNet is an independent authority organized within the Department of Commerce’s National Telecommunications and Information Administration (NTIA). FirstNet will hold the single spectrum license granted for wireless public safety broadband deployment.

To make the vision of a nationwide first responder broadband network a reality, FirstNet, through the leadership of its Board of Directors, will:

- Determine network policies and develop a single, national network architecture for the public safety network that evolves with technological advancements
- Issue competitive requests for proposals, and oversee awarded contracts for construction and operation of the network
- Develop a sustainable business model by encouraging the leveraging of existing commercial, public safety, and other wireless infrastructure and negotiating agreements with private and public entities as appropriate
- Require substantial rural milestones with each phase of network deployment
- Ensure the safety, security, and resiliency of the network, including physical security, appropriate power back-up, reliable/redundant network connectivity, and protection against cyberattack
- Consult with Federal, State, tribal, local, and territorial public safety entities

“WE’VE NEVER BEEN CLOSER TO REALIZING OUR GOAL OF ENABLING PUBLIC SAFETY OFFICERS TO TAKE FULL ADVANTAGE OF THE BENEFITS OF BROADBAND TECHNOLOGY.”

- ATTORNEY GENERAL ERIC HOLDER

The FirstNet Board of Directors

For FirstNet to succeed in its mission to develop a nationwide interoperable broadband network, it must have an expert and dedicated Board. The FirstNet Board of Directors was appointed by the Acting Secretary of Commerce on August 20, 2012, and these individuals represent a cross-section of talent and expertise, joined by a commitment to making the nationwide public safety broadband network a success.

The Act names the Secretary of Homeland Security, the Attorney General, and the Director of the Office of Management and Budget as permanent members of the Board. The Acting Secretary of Commerce selected Mr. Sam Ginn as the Chairman of the Board. Mr. Ginn, a pioneer and leader in the wireless

telecommunications industry, brings more than four decades of senior operations and management experience. He served as chairman and CEO of Pacific Telesis from 1988-1994 and chairman of AirTouch from 1993-1999. In 1999, when Vodafone acquired AirTouch, Mr. Ginn assumed the position of chairman in the United Kingdom. The Acting Secretary of Commerce also appointed the following Board members:

- Tim Bryan, CEO, National Rural Telecommunications Cooperative
- Charles “Chuck” Dowd, Deputy Chief, New York City Police Department
- F. Craig Farrill, Wireless Telecommunications Executive
- Paul Fitzgerald, Sheriff, Story County, Iowa
- Jeffrey Johnson, Fire Chief (retired); former Chair, State Interoperability Council, State of Oregon; CEO, Western Fire Chiefs Association
- William Keever, Telecommunications Executive (retired)
- Kevin McGinnis, Chief/CEO, North East Mobile Health Services
- Ed Reynolds, Telecommunications Executive (retired)
- Susan Swenson, Telecommunications/Technology Executive
- Teri Takai, Government Information Technology Expert; former CIO, states of Michigan and California
- Wellington Webb, Founder, Webb Group International; former Mayor, Denver, Colorado

TODAY, THERE ARE OVER 2.8
MILLION FIRST RESPONDERS

... MORE THAN 1.1 MILLION
FIREFIGHTERS

... OVER 830,000 LAW
ENFORCEMENT OFFICERS

...840,000 EMS PERSONNEL

... AROUND 100,000 FEDERAL
PROTECTIVE SERVICE EMPLOYEES

AND NUMEROUS OTHER PUBLIC
SAFETY WORKERS

The Board will be responsible for making strategic decisions and ensuring the successful and sustainable day-to-day operation of the network. In the face of these challenges, the Board must exercise the leadership necessary to secure our nation and serve our first responders.

The FirstNet Board will be responsible for:

- Creating the over-arching strategic framework for the public safety network
- Ensuring nationwide standards for use and access to the network based on commercial standards
- Working to deliver economies of scale for public safety
- Maximizing opportunities for long-term cost savings and improved functionality
- Fostering development of specific applications which may be used by multiple agencies across the network
- Integrating federal first responders and public-safety-related uses to maximize the efficiency of the new network
- Formulating an economic model that reflects market reality and ensures FirstNet self-sustainability

FirstNet's General Manager

We are seeking a highly qualified and motivated candidate to become the General Manager of FirstNet. This position shall be responsible for implementing the policies and strategies approved by the Board, and overseeing all of the day-to-day operations of FirstNet, akin to a Chief Executive Officer or President in a corporate setting. The General Manager shall report to the Board of Directors of FirstNet.

The General Manager position will provide a challenging yet rewarding experience for the candidate: first and foremost, the General Manager will be serving his or her country, and serving the nation's first responders, upon whom we rely for our safety, our freedom, and our security. The General Manager candidate will recognize the challenges of the FirstNet position: assimilating a multitude of views on network design, construction, and operation; overseeing the creation and deployment of a new nationwide network; developing and implementing the private/public relationships necessary for FirstNet success; and creating and deploying specialized devices, applications, and services for the public safety community. On the other hand, the candidate will be amply rewarded: working with a highly qualified Board of Directors comprised of leaders in their respective industries, public safety, and communities; conducting business with several of the nation's largest telecommunications, infrastructure, and device companies; interacting with federal, state, and local government officials; and undoubtedly, recognizing the gratitude of the nations' first responders for the successful launch of FirstNet.

In summary, then, the General Manager will:

- Develop the Board-approved FirstNet vision and strategy, and lead FirstNet into operation;
- Create and implement a start-up plan, and then develop and execute against a long term strategic plan as well as a short term budget plan;
- Build a strong senior management team, and encourage an efficient and positive culture;
- Remain committed to understanding and serving the public safety community;
- Ensure that the FirstNet network provides highly reliable nationwide service; and,
- Become a strong force for collaboration among FirstNet stakeholders - public safety, state and local governments, federal agencies, and private partners.

The ideal General Manager candidate therefore will possess the following critical skills:

- **National Business Leadership Experience** - Lengthy experience in all facets of operating a complex business or government program, preferably in an environment that favored creativity and where partnerships were critical for success
- **Public Safety** - Knowledge and experience in Federal, State, local, tribal, and territorial public safety or emergency response
- **Governmental Processes** - Knowledge and expertise in the interworkings of Federal government, including governmental regulations and agency interactions
- **Technical** - Technical expertise and fluency regarding broadband communications, including public safety communications

- **Network** - Expertise in building, deploying, and operating large commercial, public safety, or other telecommunications networks
- **Commercial** - Expertise in business development, corporate development, financing, and creating and operating complex business partnerships

The General Manager candidate must be able to operate under demanding and unusual conditions. FirstNet is essentially a “start-up” enterprise, and the General Manager will need to work with the Board to develop procedures, recruit, hire, retain, and motivate staff, locate office space, procure contractors, develop a short-term budget and a long-term business plan, and manage the process of collaborating with stakeholders in the design and construction of the FirstNet network. In addition, the General Manager will operate FirstNet under the By-Laws of the First Responders Network Authority, as amended from time to time by its Board of Directors. Despite being in its infancy, however, FirstNet possesses assets of critical importance: a nationwide license to operate in the upper 700 MHz D block, a source of funding provided by spectrum auctions to be conducted by the Federal Communications Commission, and the support of NTIA and the Department of Commerce, as well as the Department of Homeland Security, the Department of Justice, and the Office of Management and Budget. To assist in the commencement of FirstNet operations, NTIA and the Department of Commerce may provide initial support to FirstNet for human resources, procurement, financial management, office information technology, and similar support services; these services may continue if they are cost-effective and to FirstNet’s advantage. Over time, the goal of FirstNet is to operate as a sustainable, independent, non-profit enterprise, serving the first responder and public safety community for years and decades to come.

Other Considerations

The FirstNet General Manager will be a government employee and will be subject to the following requirements:

- **General Requirements.**
 - The General Manager must be a United States citizen.
 - The candidate should have at least 15+ years of experience, with increasing responsibility, in the operation and management of a complex commercial business or government operation.
 - The likely location of the position is the Washington DC / Northern Virginia area.
 - The General Manager candidate will be vetted through the Department of Commerce and may be subject to a background check for appropriate security clearance.
- **Compensation.** The General Manager shall be paid at a salary level up to \$155,500 per year, with the possibility of a Senior Executive Salary rate of \$179,700 per year. The General Manager shall be eligible for health care, vacation and leave, and other such benefits offered to similarly situated employees.

- **Financial Disclosure and Conflicts of Interest.** The General Manager will be required to comply with certain federal conflict of interest statutes and ethics regulations, including some financial disclosure requirements.
- **Ethics.** The FirstNet General Manager must adhere to the Department of Commerce's general ethics standards for government officials. These standards include restrictions on gifts between employees and from outside sources and the requirement for impartiality in performing official FirstNet duties.

Selection Process

FirstNet General Manager candidates should forward a letter and resume or CV to FirstNetGM@ntia.doc.gov no later than December 1, 2012. A committee of the FirstNet Board of Directors will review the submissions and will select candidates to interview with the Board and with NTIA.

More Information

For more information about FirstNet, please refer to the FirstNet web site (<http://www.ntia.doc.gov/category/public-safety>), or contact Mr. Uzoma Onyeije at UOnyeije@ntia.doc.gov, or (202) 482-0016.

Thank you for your interest in FirstNet.