

# TERRY NICHOLS

INSTRUCTOR/CHIEF (RET.)



## PERSONAL PROFILE

TERRY NICHOLS is currently Chief of Police for the City of Seguin, Texas where he leads the Department in a fast-growing community providing full-service policing activities. Terry also initiated, developed, and directed the creation of the multi-agency, internationally recognized Texas State University Advanced Law Enforcement Rapid Response Training (ALERRT) Center and facilities leading to more than \$40 million in grant funding and 90,000 officers trained. He has extensive experience collaborating and communicating with local stakeholders, community leaders, partner law enforcement organizations, professional police organizations and serving on national committees related to law enforcement best practices.

He is an experienced public speaker with an extensive background working with the media serving as Public Information Officer (PIO). As an innovative, team-oriented visionary leader with more than 30 years of law enforcement experience, he has demonstrated success in police executive leadership, planning, large training program development, management, and emergency operations. Terry is highly recognized as an inclusive leader, hands-on team builder with the unique ability to bring diverse groups together to achieve common goals while earning the respect of all stakeholders.



## EXPERIENCE

### **C3 Pathways, Inc.**

*Oviedo, Florida, 2004 - Current*

#### **INSTRUCTOR**

Terry provides expert incident management, emergency response experience into classroom training, simulation, and hands-on training/exercising.

[www.c3pathways.com](http://www.c3pathways.com)

### **City of Seguin, Police Department**

*Seguin, TX, 2019 - 2022 (Ret.)*

#### **CHIEF OF POLICE**

Terry is responsible for providing motivational, servant leadership and oversight of full-service municipal police agency and 911 PSAP Communications Center. Responsible for strategic planning, budgeting, coordinating and delegating operations of the Department including Animal Services. Attend civic, professional, service and community group meetings. Work collaboratively with other City Directors to address rapid residential expansion throughout the community and County

[www.seguintexas.gov](http://www.seguintexas.gov)

### **Brownwood Police Department**

*Brownwood, TX, 2016-2019*

#### **CHIEF OF POLICE**

Responsible for providing motivational, servant leadership and oversight of full-service municipal police agency and joint 911 PSAP Communications Center. Responsible for strategic planning, budgeting, coordinating, and delegating operations of the Department.

Attend civic, professional, service, and community group meetings and serve as primary Public Information Officer (PIO) for the Department.

[www.brownwoodtexas.gov](http://www.brownwoodtexas.gov)

### **Texas State University (ALERRT)**

*San Marcos, TX, 2010- 2016*

#### **ASSISTANT DIRECTOR**

Provided strong leadership and had direct oversight of all operations of the national ALERRT training program including the management of more than \$12 million in active grants in 2014. Provided executive leadership through subordinate Directors (5) performing budget analysis and forecasting, personnel management, strategic planning, developing grant proposals, and conducting research. Worked closely with the Governor's Office, Department of Justice, the FBI, Department of Homeland Security, and Congressional offices to continue and expand the ALERRT program while developing national preparedness strategies.

[www.alerrt.org](http://www.alerrt.org)

*“An experienced law enforcement executive and trainer with no ego who brings teams together”*

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## KNOWLEDGE & SKILLS

Law Enforcement and Emergency Response	★★★★★	30+ years law enforcement experience from Patrol Officer to Chief of Police. Training and instructional expert with speciality in Active Shooter response.
Incident Management	★★★★★	Expert in NIMS, ICS, and Unified Command. Highly experienced coaching incident commanders for improvement.
Training and Instruction	★★★★★	25+ years teaching and training while developing numerous training curriculums and methods for universities, private sector clients, Department of Justice and Department of Homeland Security. Led the development and creation of the Advanced Law Enforcement Rapid Response Training (ALERRT) at Texas State University.
Disaster Exercises (HSEEP)	★★★★★	Extensive experience designing, directing, and evaluating disaster exercises across public safety, transit, education and industry. Member of Urban Shield Regional Readiness Exercise Planning Committees and HSEEP evaluator for Urban Shield (Alameda County, CA).
Special Weapons and Tactics	★★★★★	10+ years experience serving on multi-agency, regional SWAT team. Broad operational tactical experience and instructing SWAT tactics. Retired as Commander of team.

## SPECIALITIES

- ★ NIMS/ICS
- ★ Mass Casualty Incidents
- ★ Professional Speaker
- ★ Instructor III
- ★ Exercise Design and Evaluation
- ★ Homeland Security Exercise and Evaluation Program (HSEEP)
- ★ Emergency Management
- ★ Law Enforcement
- ★ Curriculum Development
- ★ Media Relations
- ★ Multi-Agency Collaboration
- ★ Leadership

## ACCOMPLISHMENTS

### NIMS Certifications

IS-100, 200, 300, 400, 700, 701, 775, 800, 801, 806

### Awards & Honors

Texas Police Association  
Wallace Beasley Excellence in Training and Education (2008)

Texas Tactical Police Officers Association  
Excellence Award (2005)  
Lifetime Achievement Award (2015)

San Marcos Police Department  
Distinguished Service Award (2000, 2002, 2008, and 2009)

Noise in Neighborhoods: Achieving Community Together Problem Oriented Policing Project  
Herman Goldstein Award (Top 5 Finalist)

### Exercise Designer, Director

HSEEP, IS-130

### Published Author

2017 Ambush Attacks Against Law Enforcement: Safety and Prevention Strategies

2013 Active Shooter Events and Response

2010 Critical Issues in Active Shooter Response and Training

2006 The Pendulum Swing: Preparing Our First Responders.

Numerous magazine articles and other publications.