

# Emergency Management Directors

SOC: 11-9161 • Career Profile Report

## ■ Key Facts

<b>\$86,130</b> Median Salary	<b>13,200</b> Employment	<b>+3.0%</b> Growth Rate
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## ■ Requirements & Salary Range

**Education:** Bachelor's degree

## ■ Automation Risk Assessment

**Low Risk** - 18.0% probability of being automated in the next 10-20 years.  
This job is relatively safe from automation due to its creative, social, or complex problem-solving requirements.

## ■■ Work-Life Balance

**9.0/10** - Excellent work-life balance

## ■ Personality Fit (RIASEC)

Higher scores indicate better personality fit for this career type.

<b>Realistic</b>	4.2/10	<b>Investigative</b>	6.8/10
<b>Artistic</b>	4.4/10	<b>Social</b>	7.8/10
<b>Enterprising</b>	8.6/10	<b>Conventional</b>	7.4/10

## ■ Top Skills Required

Communication skills, Critical-thinking skills, Decision-making skills, Interpersonal skills, Leadership skills

### ✓ Strengths

- High Demand
- Flexible Work
- Continuous Learning

### ■ Challenges

- Burnout Risk
- Rapid Technological Change

## ■ What They Do

Emergency Management Directors are public safety leaders who plan, coordinate, and direct **preparedness, response, recovery, and mitigation efforts for natural disasters, public health emergencies, and man-made crises**. They work across government agencies, nonprofits, and private organizations to reduce risk, protect lives and property, and ensure communities can respond effectively when emergencies occur.

This career is well suited for individuals who thrive under pressure, think strategically, and are committed to public safety and community resilience.

## What Do Emergency Management Directors Do?

Emergency management directors oversee comprehensive emergency programs before, during, and after incidents.

Common responsibilities include:

- Developing and updating emergency operations and disaster response plans
- Coordinating preparedness drills, training, and exercises
- Leading response efforts during emergencies or disasters
- Coordinating with police, fire, medical, and public works agencies
- Managing emergency operations centers (EOCs)
- Securing and administering emergency funding and grants
- Communicating risks, instructions, and updates to the public and officials

## Key Areas of Emergency Management

Emergency management directors typically operate across four core phases:

- Preparedness: Planning, training, and readiness activities before emergencies.
- Response: Coordinating immediate actions during incidents.
- Recovery: Supporting community rebuilding and restoration efforts.
- Mitigation: Reducing future risk through policy, planning, and infrastructure improvements.

## Skills and Abilities Needed

Emergency management directors combine leadership, coordination, and analytical skills.

### ***Core Professional Skills***

### ***Personal Qualities That Matter***

## Education and Career Pathway

This role typically requires formal education and progressive public safety experience:

- Bachelor's Degree (common): Emergency management, public administration, public safety, or related fields
- Relevant Work Experience: Emergency services, public safety, military, or government roles
- Advanced Degree (often preferred): Emergency management, public policy, or homeland security
- Professional Training and Certification: Incident command and emergency management programs
- Continuous Training: Ongoing updates on hazards, technology, and regulations

## Where Do Emergency Management Directors Work?

Emergency management directors are employed across public and private sectors:

- State, Local, and Tribal Governments
- Federal Agencies and Public Safety Organizations
- Hospitals and Healthcare Systems
- Universities and Large Institutions

- Private Sector and Critical Infrastructure Firms

Work schedules can be irregular, especially during emergencies or disasters.

## How Much Do Emergency Management Directors Earn?

Earnings vary by jurisdiction, experience, and organizational scope:

- Entry or Mid-Level Directors: Typically earn senior public-sector salaries
- Experienced or Large-Jurisdiction Directors: Often earn higher compensation
- Directors with Specialized Expertise: May earn more in critical infrastructure or private-sector roles

Compensation often includes strong benefits and retirement packages.

## Is This Career Difficult?

This career is high-responsibility and high-stress. Directors must make rapid decisions with incomplete information, manage complex coordination across agencies, and remain composed during crises. The challenge lies in balancing long-term preparedness with real-time emergency leadership.

## Who Should Consider Becoming an Emergency Management Director?

This career may be a strong fit if you:

- Remain calm and decisive in emergencies
- Enjoy planning, coordination, and leadership
- Are committed to protecting people and communities
- Can manage complex systems and stakeholders
- Want a mission-driven public safety career

## How to Prepare Early

- Study public safety, emergency management, or public administration
- Gain experience in emergency services or government roles
- Learn incident command and crisis communication principles
- Participate in emergency drills and preparedness programs
- Pursue relevant certifications and advanced training

**Emergency management directors protect communities by turning preparation into action—leading coordinated responses, guiding recovery, and building resilience so people, systems, and infrastructure can withstand and recover from crises when it matters most.**