

BIOGRAPHY

Andrew A. DeMuth Jr. is a dynamic presenter passionate about all things leadership. A strong proponent of what he calls *the debt of leadership*, his bold approach serves as both an excellent introduction for new leaders and an often-needed refresher for seasoned leaders. Andrew's leadership philosophy is simple: we make our organizations and units great by making our people great. Simply, our people deserve nothing less than the most exceptional leadership possible. Andrew presents throughout the country to both public and private sector audiences.

A three-decade veteran of law enforcement, Andrew developed an interest and passion for leadership early on in his career. Having worked for four different law enforcement agencies, he had a front-row view to a variety of different leaders and leadership styles. Twenty-three of those years were in leadership roles.

Most recently, Andrew served with his state attorney general's office managing the statewide DNA collection program known as CODIS. In this position, he led a team responsible for overseeing more than 500 participating law enforcement agencies through the process and ensuring that collections were compliant with state and federal regulations. He also managed a 21-county training program consisting of location-based training, virtual training and at least one statewide conference each year.

Prior to accepting this position, Andrew spent 25 years with the Freehold Borough Police Department. During his career, he spent 17 of those years managing patrol squads and later the investigations division. Andrew also served as the agency training officer, range master, press information officer, youth police academy director, and intelligence officer. Andrew spent two years serving part time on the U.S. Immigration and Customs Enforcement (ICE) statewide Violent Gang Task Force as well as one-year full time undercover and on a raid-entry team with the Monmouth County Prosecutor's Office Narcotics Strike Force.

A long-time law enforcement trainer, Andrew possesses certifications and/or approvals from the New Jersey Police Training Commission and the Attorney General's Advocacy Institute to train police recruits, veteran police officers, and licensed attorneys seeking annual continuing legal education (CLE) credits.

Andrew served as an adjunct professor for Southern New Hampshire University and Middlesex College teaching *Leadership in a Law Enforcement Organization* along with other criminal justice and associated classes. He has authored articles on leadership and

professional development for the FBI Bulletin, PoliceOne.com, the ILEETA Journal, Officer.com, and others. Andrew has spoken nationally on leadership and professional development at conferences including ILEETA and IACLEA.

Andrew is a graduate of the NJSACOP Command and Leadership Academy as well as the basic and advanced Penn State Police Executive Development programs and has a master's degree from Fairleigh Dickinson University in Administrative Science. Andrew was the recipient of the New Jersey Division of Criminal Justice 2019 Excellence in Leadership Director's Award, as well as the Medal of Valor from the New Jersey State PBA, the Merit Award from the 200 Club, the Combat Cross from the Freehold Borough Police Department, and numerous other awards throughout his career.