



MARITIME HOMELAND DEFENSE / SECURITY (M-HLD/S) PLANNER

E3R Opportunity, San Diego, CA; MARITIME HOMELAND DEFENSE / SECURITY (M-HLD/S) PLANNER

Job Description:

E3R is seeking candidates to fill a MARITIME HOMELAND DEFENSE / SECURITY (M-HLD/S) PLANNER. to deliver advanced force survivability, capability assessment, and operational analysis services in support of Maritime Homeland Defense and Security (M-HLD/S) missions. E3R partners with Navy and joint stakeholders to evaluate, refine, and strengthen disaster response planning and execution through comprehensive exercises, simulations, wargames, and real-world operational assessments.

By integrating mission analysis, operational planning evaluation, and cross-agency coordination, E3R enhances readiness, improves force capability development, and ensures effective civil-military response to man-made and emerging homeland threats.

Functional Description:

Force Survivability & Capability Analysis

- Conduct mission survivability assessments during disaster response exercises and simulations
- Analyze operational planning, execution orders, and directives
- Evaluate real-world and exercise-derived data to identify capability gaps, seams, and shortfalls
- Deliver after-action reports (AARs) with actionable recommendations

Homeland Defense Disaster Response Assessments (M-HLD/S)

- Assess Navy readiness for man-made homeland emergencies, including terrorist attacks and maritime IED/mining incidents
- Develop recommendations to strengthen operational effectiveness and response timelines
- Identify and mitigate capability gaps across Service components
- Provide analytical briefs and formal reports to inform leadership decision-making

Exercise, Simulation & Wargame Development

- Plan, develop, and execute M-HLD/S exercises, simulations, and wargames
- Support Warning Orders (WARNORD), Planning Orders (PLANORD), and Execute Orders (EXORD) development
- Facilitate evaluation venues that test command and control, asset allocation, and interagency coordination
- Produce structured assessment reports to guide capability enhancement

Operational Planning & Policy Development

- Analyze and refine CONOPS, OPLANs, OPORDs, and related directives for Government approval
- Incorporate lessons learned from exercises and operations into revised planning documents
- Develop strategies to address knowledge gaps, operational seams, and capability shortfalls

E3R is committed to providing equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, sex, age, physical or mental disability, national origin, citizenship, military or veteran status, sexual orientation, gender identity and/or expression, genetic information, or other status protected by federal, state or local law.



- Deliver executive briefs and comprehensive analytical reports

Joint & Interagency Coordination

- Coordinate with United States Northern Command (NORTHCOM), United States Indo-Pacific Command (USPACOM), Commander, U.S. Pacific Fleet (CPF), United States Fleet Forces Command (USFF), and subordinate commands on Homeland Defense command and control issues
- Conduct pre- and post-mission analysis, asset availability assessments, and mission authority evaluations
- Recommend corrective actions to ensure clear command relationships and legal authorities for civil-military disaster response

Multi-Level Authority & Stakeholder Integration

- Coordinate across federal, military, state, and local Offices of Emergency Services (OES), NGOs, and first responders
- Lead Senior Leader Seminars (SLS) and related forums to align operational objectives
- Identify and mitigate interagency gaps, seams, and mismatches in capability
- Strengthen trusted partnerships critical to Maritime Homeland Defense and Security operations

Desired Knowledge, Skills, Abilities:

- Minimum of 15 years of military or government experience.
- Minimum of 10 years of experience in Maritime Homeland Defense/Security (M-HLD/S) Exercise/Simulation Analysis.
- Minimum of 10 years of experience supporting Navy and/or joint military exercises.
- Minimum of 10 years leading tasks within Joint or Navy environment in support of Echelon III or higher headquarters staff.
- Minimum of 10 years of experience in coordinating and evaluating government conducted exercises and/or simulations between military and academic communities
- Minimum of 10 years of experience building and enhancing operational Navy and Joint vulnerability/ capability gap analysis and assessments for M-HLD/S.

Security Clearance Requirement: TOP SECRET / SCI Security Clearance.

Place of Performance: C3F HQ San Diego

Salary Range: \$165,000-\$185,000

Benefits: E3R has a comprehensive benefits plan which includes HMO/PPO Medical Plan Options, Employer Sponsored Health Reimbursement Arrangement, 401(k), Dental and Vision Plans, company paid Life Insurance, Voluntary Life and AD&D, Pet Insurance, Employee Assistance Program as well as Paid Time Off, Sick Leave and Paid Holidays.

Company Description:

Exceptional Employees for Exceptional Results (E3R) was founded June 6th, 2011 as a Service-Disabled Veteran Owned Small Business. Our company name reflects our business model. Corporate management and infrastructure do not provide direct support to our clients. Our employees do. If we attract and retain the best employees in our industry, we will be successful.

E3R is committed to providing equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, sex, age, physical or mental disability, national origin, citizenship, military or veteran status, sexual orientation, gender identity and/or expression, genetic information, or other status protected by federal, state or local law.



If we fail to provide a quality workforce, nothing else matters. We achieve our purpose and our business success through hiring and retaining the very best employees in our industry.

How to apply: Interested candidates who meet the qualifications above should apply via the following link: <https://www.ondemandassessment.com/o/JB-2KGDUA57K/landing?u=1137965>

E3R is committed to providing equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, sex, age, physical or mental disability, national origin, citizenship, military or veteran status, sexual orientation, gender identity and/or expression, genetic information, or other status protected by federal, state or local law.