



# Sonya K. Chavez

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 Albuquerque, NM

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## Profile

Experienced federal investigator with more than 27 years of success in leading, training and operational management. Proven ability to lead complex matters in multi-agency environments, with a results-minded philosophy and ability to establish and maintain alliances with measurable community impact.

## Expertise

- Leadership & Mentorship
- Alliance Management
- Operational Strategy & Implementation
- Crisis Negotiation & Conflict Resolution
- Budgetary Management
- Personnel Management

## Experience

### **DIRECTOR**

*New Mexico Law Enforcement Academy, Department of Public Safety | October 2023-present | Santa Fe, NM*

- Direct and lead New Mexico's principal law enforcement academy with oversight of nine satellite academies
- Oversee all training matters for basic, advanced, and certification by waiver police programs
- Review and make effective recommendations in all discipline certification matters for state and local police officers
- Collaborate with Governor-appointed Training and Standards Council and Law Enforcement Certification Board
- Lead efforts to implement comprehensive job task analysis to update all curriculum for Basic Academy cadets
- Spearhead analysis and update of New Mexico Administrative Code for all law enforcement training matters
- Interface with state and local law enforcement officials

## UNITED STATES MARSHAL, DISTRICT OF NEW MEXICO

*United States Marshals Service | April 2018-October 2023 | Albuquerque, NM*

- Presidential-U.S. Senate confirmed appointee; Lead and oversaw all operations of the USMS within New Mexico; protection of the Federal Judiciary, Federal Courthouse, and success of the Violent Fugitive Apprehension Task Forces and other national law enforcement agencies and initiatives
- Pioneered efforts to promote strong liaison among state, local, and federal agencies while successfully combatting violent crime and bringing increased federal resources to New Mexico
  - **Member of the Director's U.S. Marshals Advisory Council (USMAC)**
    - Developed creative ways to combat priority matters set forth by the Director of the USMS
    - Led working groups to diversify hiring practices and enhance leadership tactics
  - **Engaged in DOJ's OCDETF Program**
    - Contributed to the development of sustainable statewide efforts to combat organized crime
  - Fostered conversation and strategy development for issues relative to the border as a member of the **Southwest Border Judiciary Committee**
  - **Chair of the Executive Board of NM HIDTA (2018-2019& January-September 2023)**
    - Spearheaded focused statewide efforts to support rural communities
    - Facilitated statewide multi-agency operations successfully targeting drug traffickers
    - Ensured implementation of fair employee evaluation processes to optimize the organization

## SUPERVISORY SPECIAL AGENT

*Federal Bureau of Investigation | January 2010-April 2018 | Albuquerque,*

NM

- Lead investigations and maintained personnel for the Albuquerque Safe Streets HIDTA Gang Task force and all operations of the FBI's Violent Gang and Southwest Border Initiative for New Mexico
- Developed and coordinated programs for all border-related case matters while maintaining strong and effective statewide law enforcement partnerships
- Appointed to initiate the Southwest Border Hybrid Squad for Albuquerque FBI
  - Temporary Assignments have included U.S. Embassies in Mexico City, Brazil and Panama
    - Mexico City - Assigned as Assistant Legal Attaché to homicide investigation involving ICE agent
    - Brazil - Assigned as Instructor for mid-level management course focused on investigative techniques
    - Panama - Assigned as Acting Legal Attaché in support of office under supervisory transition

## **SPECIAL AGENT**

*Federal Bureau of Investigation | January 2007-January 2010 | Albuquerque,*

NM

- Established Albuquerque Safe Streets HIDTA Gang Task Force
- Successfully recruited local and federal partners to participate in the initiative
- Interfaced with US Attorneys Office, DOJ and FBI Headquarters to develop and implement an operational vessel to successfully carry out violent gang investigations in New Mexico while fostering a productive environment for new agents

## **SPECIAL AGENT**

*Federal Bureau of Investigation | August 1996-January 2007 | Chicago, IL*

- Responsible for the implementation of strategic investigations to target America's largest Hispanic street gang
- Served as principal investigator on several long-term investigations while maintaining and cultivating productive industry partnerships
- Recognized regionally and nationally for investigative accomplishments

## **LEAD ACCOUNT SERVICES MANAGER**

*Candelaria & Associates Hispanic Marketing | December 1994-April 1996 | Albuquerque,*

NM

- Spearheaded the efforts in drafting proposals to successfully market strengths of clients
- Managed staff and ensured productive interface with executive clients and community

## **PRESS AIDE / SPOKESPERSON**

*Office of the Governor | January 1991-1994 | Santa Fe, NM*

- Managed all executive media briefings and advance work for the Governor and First Lady
- Facilitated all press conferences and interactions with media outlets
- Coordinated all travel arrangements and logistics with the Governor's Security Detail and local and state organizations

## **DIRECTOR OF MARKETING**

*Albuquerque Hispano Chamber of Commerce | January 1990-1991 | Albuquerque, NM*

- Implemented all marketing initiatives while working jointly with contracted marketing and advertising agencies to successfully carry out the mission of the organization
- Maintained high-yielding community partnerships

## **REPORTER & ANCHOR**

*KLST-TV, CBS News Affiliate | May 1988-1990 | San Angelo, TX*

- Conducted all reporting over news matters throughout West Texas
  - Focusing on crime, education and politics
- Interfaced with top community officials and representatives
- Wrote and produced award-winning documentary on education within the Texas prison system

## **Training and Participation**

- International Association of Chiefs of Police (IACP)
- IACP Women in Leadership
- Women in Federal Law Enforcement (WIFLE)
- Southwest Women in Law Enforcement
- New Mexico Press Women
- New Mexico Hispanic Cultural Center Foundation
- FBI Retired Agents Association
- Federal Law Enforcement Officers Association
- Rotary Club, District
- New Mexico Hispanic Women's Council
- International Association of Chiefs of Police (IACP)
- IACP Women in Leadership
- Women in Federal Law Enforcement (WIFLE)
- Southwest Women in Law Enforcement
- New Mexico Press Women
- New Mexico Hispanic Cultural Center Foundation
- Certified FBI Crisis Negotiator
- Hostage Negotiation Instructor
- Kidnapping and Extortions Course
- Asset Forfeiture/OCDETF Financial Investigations Seminar
- Certified FBI Undercover Program Participant
- Overseas Survival Training
- Leadership Development Program Coordinator
- Director's Female Special Agent Advisory Committee
- Special Agent Assessor
- Meth Lab Investigations
- Street Survival Training

- Hispanic Alliance for Career Enhancement Leadership Training
- International Gang Training Conference
- Regional Instructor Development Course
- Border Issues Case Coordination Symposium on Narcotics
- New Mexico Gang Task Force
- New Mexico HIDTA Intelligence and DTO Subcommittees
- Illinois State Law Enforcement Association (Board Member/Vice President)
- Illinois Multi-Cultural Law Enforcement Awards Committee
- Women Employed, Inc. of Chicago (Board Member)
- United Way of Central New Mexico (Board Member)
- Project Blueprint Leadership Program

## Awards and Recognition

- President's Award, Women in Federal Law Enforcement Foundation, 2022
- Distinguished Alumni Award, New Mexico State University, 2021
- FBI National Executive Institute, 2020
- National Award for Investigative Excellence, Federal Law Enforcement Officers Association, 2000
- FBI Safe Streets Top 20 Investigation, West Region, 2016
- FBI TOC Mexico Top 30 Investigation, 2012, 2013, 2014, 2015
- Certificate of Recognition, Director's Office, 2014, 2015
- Special Agent in Charge Leadership Award, 2014
- New Mexico Women of Influence, 2012
- Investigative Recognition, U.S. Attorneys Office, 2009, 2010
- Special Commendation, Chicago Police Department, 2009

## Education

**MASTER OF PUBLIC ADMINISTRATION**  
University of New Mexico, 1993

**BACHELOR OF ARTS, JOURNALISM AND MASS COMMUNICATION**  
**MINOR IN SPANISH & CRIMINAL JUSTICE**  
New Mexico State University, 1988

**POST GRADUATE WORK - IN PROGRESS**  
24 hours toward a Ph.D. in Intercultural Communication  
University of New Mexico

## References

- **Donald W. Washington**, Director, United States Marshals Service (Retired), former United States Attorney (337)316-1030,
- **The Honorable Gregory J. Fouratt**, United States Magistrate, former United States Attorney, District of New Mexico, former Director of Public Safety, State of New Mexico, (505)670-8210, fourattchambers@nmcourt.fed.us
- **Tim Johnson**, Chief, New Mexico State Police (505)795-1080, tim.johnson@state.nm.us
- **Will Glaspy**, Director, New Mexico Southwest Border High Intensity Drug Trafficking Area (HIDTA), (505)956-227-9111, wglaspy@nmhidta.org