

## **J. AUSTIN POWELL, CFE**

### **Florida Supreme Court Trained Circuit Court Civil Mediator | Arbitrator | Government, Employment & Organizational Conflict Resolution Specialist**

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Circuit Court Civil Mediator and Arbitrator with more than 25 years of high-level conflict resolution, investigations, ethics, and leadership experience across federal, state, and public-sector environments. A recognized ethics training professional who has instructed thousands of law enforcement personnel, executives, and government professionals in integrity, ethical decision-making, and professional conduct. Brings deep expertise in resolving complex organizational disputes, employment conflicts, government-agency matters, and law enforcement issues. Known for facilitating high-emotion conversations, de-escalating sensitive disputes, guiding parties toward durable solutions, and maintaining strict neutrality in politically and emotionally charged settings. Dedicated to resolving disputes with neutrality, discretion, and professionalism, particularly in matters involving government agencies, employment conflict, ethics issues, and organizational dysfunction.

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#### **MEDIATION COMPETENCIES**

Circuit Civil Mediation | Employment & Workplace Conflict | Government & Public-Sector Disputes | Ethics & Investigative Disputes | Organizational Conflict Resolution | ADR Techniques (Caucus, Facilitation, Negotiation) | Crisis & High-Emotion Conflict Intervention | Arbitration | Law Enforcement & Public Safety

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#### **SELECT CAREER HIGHLIGHTS**

- Over 20 years resolving complex disputes within federal agencies, involving senior leaders, investigators, attorneys, union representatives, and oversight entities.
- Facilitated resolution of interagency disputes, workplace conflicts, ethics concerns, and investigative disagreements among senior federal leaders, attorneys, and congressional stakeholders
- Directed national training and organizational culture programs, teaching thousands of personnel communication, conflict de-escalation, ethical decision-making, and leadership skills
- Investigated and resolved high-stakes employment and whistleblower matters, requiring neutrality, negotiation, and careful facilitation between competing interests
- Served as an Adjunct Instructor for CIGIE, FDLE, and advanced law enforcement leadership programs, regularly called upon to teach conflict resolution and professional integrity.

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#### **FEDERAL LEADERSHIP EXPERIENCE**

##### **U.S. Department of Housing and Urban Development – Office of Inspector General**

*Management Analyst (Rehired Annuitant)* | GS-0301-14, Step 7 | Sep 2024–Present

Support conflict resolution efforts related to policy disputes, program integrity, and oversight matters. Advise senior leadership on organizational risk, ethics, and communication strategies that reduce internal conflict. Informally facilitated policy and organizational disputes to resolve disagreements between divisions and reduce escalation.

##### **U.S. Department of Agriculture – Office of Inspector General**

*Assistant Special Agent-in-Charge* | GS-1811-14, Step 7 | Aug 2018–Aug 2024

Managed office-wide personnel conflict issues, performance disputes, and inter-office communication breakdowns. Acted as the neutral between management and investigative staff in resolving performance, conduct, and communication disputes. Oversaw national training programs emphasizing ethics, leadership, and conflict de-escalation.

*Special Agent/Liaison Officer* | GS-1811-13 | Apr 2016–Aug 2018

Mediated disagreements between agencies, program offices, and legal teams during oversight reviews. Regularly de-escalated disagreements between program offices, legal counsel, and investigative units.

## **U.S. Government Publishing Office – Office of Inspector General**

*Senior Special Agent* | GS-1811-13 | Mar 2013–Apr 2016

Guided resolution of complex contracting disputes and inter-office conflicts affecting program operations.

## **Defense Criminal Investigative Service | DoD Office of Inspector General**

*Special Agent* | GS-1811-13 | Feb 2004–Mar 2013

Facilitated interagency coordination and conflict resolution during federal procurement and national security investigations involving multiple stakeholders.

## **ADDITIONAL EXPERIENCE**

**Indian River State College / Florida Department of Law Enforcement** – Advanced Training Instructor

Develop and instruct on executive ethics, leadership, conflict resolution, and investigations to law enforcement supervisors and executives.

## **EARLY CAREER**

- Pentagon Force Protection Agency (Protective Service & Training Division)
- Firestone (Colorado) Police Department (Patrol, Crime Scene Investigator, Post-Blast TF Investigator)
- Federal Bureau of Investigation (Investigative Specialist (SSG) – Counterterrorism/Counterespionage)

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## **EDUCATION & CERTIFICATIONS**

- Florida Supreme Court Trained Circuit Court Mediator (certification pending)
- Florida Supreme Court Arbitrator Training Completed
- Certified Fraud Examiner (CFE)
- FEMA Certified in Emergency Management
- Executive Certificate (Doctoral-level) – Public Policy, Liberty University
- Master of Arts – Christian Ministry, Liberty Baptist Theological Seminary
- Bachelor of Science – Government and Politics, University of Maryland
- Graduate – Southern Police Institute, Command Officer Development Course
- Graduate – FBI-LEEDA Executive Leadership Institute
- Top Secret Security Clearance (Active)

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## **ADR PRACTICE AREAS**

- Contract & Civil Disputes
- Employment Disputes
- Organizational Leadership Conflict
- Ethics & Investigative Disputes
- Government & Municipal Conflicts
- Law Enforcement Workplace Disputes
- Faith-Based Conflict Resolution