THE IDEAL CANDIDATE

The City of Vancouver is seeking a strong leader with the vision and creativity to serve as the new Fire Chief. The City of Vancouver has an ambitious and demanding work environment, and within that environment the ideal candidate will demonstrate analytical ability and strategic thinking regarding the Fire Department. The incoming Chief will be looked upon to motivate, encourage, and establish a strong working environment with staff, as well as other agencies and organizations. The Chief will serve as an advocate on behalf of the Fire Department while balancing the Department’s needs with the overall goals and vision for the City, as established by the City Council. The new Fire Chief will be expected to build relationships marked by trust and respect with a wide variety of parties, including Department personnel, labor unions, the City Council, the City Manager, other department heads, City staff, and citizens.

The ideal candidate will possess the ability to bring energy and rigor to analyze and define new and different ways of doing business; an excellent communicator with an approach characterized by fairness, integrity, openness, honesty, and transparency is essential; an exceptional and innovative leader able to enhance the morale of the Department and create a climate of diversity and equity is sought; desired characteristics for this position include being approachable, responsive, confident, trustworthy, thoughtful, politically savvy and a pro-active problem solver; be able to work with a variety of groups at the neighborhood level and balance the competing needs of various stakeholder groups; an ability to make difficult and timely decisions is critical; must possess knowledge of principles and practices of modern fire suppression, fire prevention, emergency medical care and incident management; principles and practices of administration, management, and supervision; government budgeting and financial practices; collective bargaining; pertinent federal, state, and local laws that pertain to a Fire Department; modern office procedures, methods and be savvy in the use and deployment of technology in support of more effective outcomes for the community and department. Candidates must be an Executive Fire Officer graduate from the National Fire Academy or possess a bachelor’s degree from an accredited college or university with major coursework in fire science, public or business administration or a related field; and possess broad and extensive experience in municipal firefighting, including at least eight (8) years in an administrative and leadership capacity at a rank of Deputy Chief or higher in an organization of similar size and complexity to the City of Vancouver. Previous work in an IAFF environment is required, as is expertise with the Incident Command System (ICS).

THE COMPENSATION

The annual salary range for the Fire Chief is $166,308 to $216,276; placement within this range is dependent upon experience and qualifications of the selected individual. The salary is Non-Union exempt. The City also provides a generous benefits package, including:

**Medical, Vision, Dental and Flex Spending Accounts**

Paid Time Off (PTO) – based on years of service and may sell back up to 120 hours per calendar year.

Pension – LEOFF II Retirement - Employee & employer contribute (tax deferred).

Deferred Compensation (457 Plans) – 1% City match; ICMA & Voya programs for employee contributions (100% of taxable income to a maximum of $19,500. If age 50 or over, the maximum is $26,000).

**Holidays** – 10 per year.

**Exempt Leave** – 40 hours every January 1st (pro-rated for new hires).

Life Insurance/AD&D – 2x annual salary, up to $300,000. Optional Additional Life, AD&D & Dependent coverage at employee expense.

Long-Term Disability Insurance – 66 2/3% of base salary after six-month waiting period.

Optional Coverages/Plans – AFLAC (Cancer, STD, Accident, Hospital Advantage, Critical Care), Pre-Paid Legal Service, 529 College Savings.

Employee Assistance Program (EAP) – Cascade Centers, Inc. - Free and confidential benefit that can assist with problems that interfere with day to day activities. Includes a personal wellness component. Covers employees and dependents.

TO APPLY

If you are interested in this outstanding opportunity, please visit our website to apply online: www.bobmurrayassoc.com.

Filing deadline: March 13, 2020

Following the closing date, resumes will be screened according to the qualifications outlined above. The most qualified candidates will be invited to personal interviews with Bob Murray & Associates. A select group of candidates will be asked to provide references once it is anticipated that they may be recommended as finalists. References will be contacted only following candidate approval. Finalist interviews will be held with the City of Vancouver. Candidates will be advised of the status of the recruitment following selection of the Fire Chief.

If you have any questions, please do not hesitate to contact Mr. Joel Bryden at (916) 784-9080.

CITY OF VANCOUVER, WA

INVITES YOUR INTEREST IN THE POSITION OF

FIRE CHIEF
THE COMMUNITY

The City of Vancouver is managed by a Council/Manager form of government. The Council has seven members, including a Mayor, elected by the City at large. The Mayor and Council Members each serve four-year terms and set policy that is implemented by the City Manager.

There are ten departments within the City organization led by the City Manager’s Office: City Attorney, Community & Economic Development, Environmental Services, Fire, Human Resources, Information Technology, Parks & Recreation, Police, and Public Works. Department directors, whose areas provide direct service delivery to the public, report to the City Manager, while the Human Resources and Information Technology directors, as well as the Risk Manager and Emergency Manager, report to the Deputy City Manager.

The City routinely conducts assessments of various lines of business, seeking efficiency, effectiveness, and improved outcomes. In addition, the City is invested in cultivating a leadership and management culture that makes up the community. Vancouver’s robust outdoor and recreational amenities include nearly 1,600 acres of parks, over 20 miles of trails, and two community centers.

With a mild year-round climate, the region is the perfect place to take advantage of outdoor recreational activities like boating, hiking, and biking. Vancouver also provides easy access to the Pacific Coast, only 90 miles to the west, and the Cascade Mountains, Mt. Hood, and Mt. St. Helens, each about a two-hour drive away.

Vancouver is known for its excellent K-12 school system, with higher education in the region provided by Washington State University, Vancouver and Clark College. Vancouver is known for its excellent K-12 school system, with higher education in the region provided by Washington State University, Vancouver and Clark College.

THE ORGANIZATION

The City of Vancouver, Washington is located on the shores of the Columbia River, approximately ten miles north of Portland, Oregon. With a population of nearly 185,000, Vancouver is the fourth largest city in Washington State. The City is one of the nation’s most livable cities, with a growing economy, an exemplary education system, and access to high quality health care, housing, transportation, parks, and many other amenities.

In Vancouver’s vibrant downtown, and all across the City, you’ll find a burgeoning restaurant and brewery scene surrounded by more than 60 distinct neighborhoods that make up the community. Vancouver’s robust outdoor and recreational amenities include nearly 1,600 acres of parks, over 20 miles of trails, and two community centers.

THE POSITION

The incoming Fire Chief will be looked upon to motivate, encourage, and establish a strong working environment with staff as well as other agencies and organizations.

THE DEPARTMENT

Fire and emergency medical response are core services provided by the City of Vancouver, along with police, streets, utilities, parks and recreation, and community and economic development. The Vancouver Fire Department (VFD), inclusive of a partnership with Fire District #5, serves a population of over 272,000 from ten stations covering 90 square miles and is well resourced and stable. The Department consists of 190 sworn personnel and 28 civilian employees and includes the Fire Marshal. A total of 12 frontline fire crews run over 28,000 calls per year. VFD does more than fight fires: its state-of-the-art Emergency Medical Service (EMS) program also provides paramedic first response to citizens in the VFD’s service area.

Vancouver Fire’s leadership and command structure also include three Deputy Fire Chiefs, 4 Division Chiefs and 6 Battalion Chiefs. Members of the department are represented by three labor organizations. In addition to this direct service, VFD is the contracting agent for a majority of Clark County for EMS Transport services, which are provided by AMR. Vancouver’s contract benefits other jurisdictions in Clark County via inter-local agreements with other cities, fire agencies and the EMS District.

911 Dispatch services are provided by the Clark Regional Emergency Services Agency (CRESA) a regional, multi-jurisdictional organization. The Vancouver Fire Chief sits on CRESA’s board of directors.

The Spring 2020, the Vancouver Fire Department, in partnership with Clark County Fire District 5, will start construction on a new fire station (Station 11) located at 1620 N.E. 130th Avenue in the Orchards area of Clark County outside Vancouver’s city limits.

The incoming Fire Chief is an exceptional leader who fosters a culture of integrity, innovation and inclusiveness in the Vancouver Fire Department. In doing so, the Chief plans, directs, manages and oversees the activities and operations of the Fire Department including fire suppression, hazardous material mitigation, fire and life safety code compliance, emergency medical services and administrative support services. The Chief serves as a liaison to the Fire District #5 Board of Commissioners and fosters collaborative relationships with other fire agencies in the region that both advance Vancouver’s interests as well as support a strong and effective regional network of first responders. The Fire Chief coordinates assigned activities with other City departments and outside agencies; and provides highly responsible leadership and administrative support to the City Manager; performs all of the assigned duties in accordance with the City’s Operating Principles; develops and maintains collaborative and respectful working relationships with team members and others; and consistently provides quality service to the citizens of Vancouver. As a member of the City Manager’s Management Leadership Team, the Fire Chief is expected to actively participate in addressing leadership levels issue and projects of organization-wide significance, not just those associated with the Fire Department.

Duties may include, but are not limited to, the following:

• Work and act as a team player in all interactions with other City employees.
• Provide a high level of customer service at all times; project and maintain a positive image on behalf of the City of Vancouver.
• Assume full management responsibility for all Fire Department services and activities including fire suppression, hazardous material mitigation, fire and life safety code compliance, emergency medical services and administrative support services; recommend and administer policies and procedures.
• Manage the development and implementation of Fire Department goals, objectives, policies, and priorities for each assigned service area; establish, within City policy, appropriate service and staffing levels; allocate resources accordingly.
• Establish and maintain productive labor-management relationships.
• Continuously monitor and evaluate the efficiency and effectiveness of service delivery methods and procedures; assess and monitor workload, administrative and support systems, and internal reporting relationships; identify opportunities for improvement; direct the implementation of changes.
• Represent the Fire Department to other City departments, elected officials and outside agencies; explain, justify and defend Fire Department programs, policies, and activities; negotiate and resolve sensitive, significant and controversial issues.
• Select, train, motivate and evaluate Fire Department personnel; provide or coordinate staff training; work with employees to correct deficiencies; effective discipline and termination procedures.
• Plan, direct and coordinate, through subordinate level managers, the Fire Department’s work plan; meet with management staff to identify and resolve problems; assign projects and programmatic areas of responsibility; review and evaluate work methods and procedures.
• Manage the development and administration of the Fire Department budget; direct the forecast of additional funds needed for staffing, equipment, materials, and supplies; the monitoring of and approve expenditures; direct the preparation of and implement budgetary adjustment as necessary.
• Coordinate Fire Department activities with those of other departments and outside agencies, schools, and organizations; provide staff assistance to the City Manager (City Council); prepare and present staff reports and other necessary correspondence.
• Participate on a variety of boards and commissions; attend and participate in professional group meetings; stay abreast of new trends and innovations in the field of fire science.
• Assure proper maintenance and availability of equipment, apparatus, buildings and other facilities.
• Ensure responsible, appropriate service delivery by conferring with civic, professional, service, fraternal and other community groups.
• Direct and participate in the research of alternative approaches to fire suppression, hazardous, material handling, fire and life safety code, and emergency programs.

• Review a variety of technical and Departmental activities reports and records; prepare permits to be issued to the public as authorized or required by ordinances including fire permits, gas installation, flammable liquid storage and handling hazardous materials.
• Keep appraised of labor negotiations and monitor labor contracts throughout the year via Deputy Chiefs.
• Respond to and resolve difficult and sensitive citizen inquiries and complaints.
• Perform related duties and responsibilities as required.

Residency in Clark County is a condition of employment for the Fire Chief. Residency must be established within six (6) months of appointment.
THE COMMUNITY

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The City routinely conducts assessments of various lines of business, seeking efficiency, effectiveness, and improved outcomes. In addition, the City is invested in cultivating a lean culture and has started the process of building capacity through ongoing Lean/Six Sigma training for employees across all departments.

The City is also committed to well-managed and stable financial operations that include developing and implementing financial policies and practices that position the City for ongoing and long-term success.

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