



FIRE CHIEF

\$120,000 - \$145,000

Plus Excellent Benefits

Apply by

September 8, 2019

(First Review, Open Until Filled)

PROTHMAN



WHY APPLY?



Headquartered in the scenic city of Hailey, Idaho, Wood River Fire & Rescue serves a diverse community of 17,000 fulltime and part time residents in three incorporated cities and unincorporated areas of

southern Blaine County. The area is bordered by majestic mountains and high desert plains and is just south of the world-famous Sun Valley Resort and world-famous trout streams. While the Wood River Valley has a rich history dating back to turn of the century and the gold mining era, today it is best known for winter and summer recreation enjoyed by serious mountain bikers, big game hunters, trout fisherman and winter enthusiasts from around the world. Wood River Fire & Rescue offers a rewarding and challenging opportunity for an experienced fire professional. If you are interested in making a difference in a community that takes pride in its friendliness and natural beauty, this is the position for you!

THE COMMUNITY

Centrally located in the heart of the scenic Wood River Valley at the edge of the Sawtooth and Challis National Forest, the city of Hailey is known as “Idaho’s Hometown in the Mountains”. The area has a history rooted in the mining and sheep industries which have evolved into a diverse year-round community that thrives on tourism, business, recreation, and the arts. Just two and a half hours northeast of Boise, Hailey features a growing population of 8,000 and is only a 15-minute drive from one of the most popular and world-famous ski resorts, Sun Valley. At an altitude of 5,700 ft. Hailey residents enjoy a mountain desert climate and an excellent quality of life featuring abundant recreational opportunities including downhill and cross-country skiing, hiking, golf, mountain biking, river rafting and kayaking, big game hunting, and fly fishing to name just a few. Residents and visitors have the opportunity to explore the hundreds of streams and alpine lakes found in the mountains and valleys in the surrounding area, scour the remote wilderness and camp, and even indulge at one of the many locally renowned restaurants in Hailey, Ketchum, and Sun Valley.



The community also hosts an abundance of exciting events each year that draw thousands of visitors, from the Trailing of the Sheep Festival in Ketchum, to Crosstoberfest Bike Race and Beerfest, the Wood River Studio Tour, and a “Days of the Old West” Fourth of July celebration that includes a three-day rodeo, all-American parade, and stunning fireworks in Hailey. The area is served by Friedman Memorial Airport, which provides nonstop flights from six major cities including Seattle, Salt Lake City, Los Angeles, San Francisco, Denver, and Chicago.

THE ORGANIZATION

Governed by a three-member Board of Fire Commissioners elected at large, Wood River Fire & Rescue (WRFR) is as a combination fire department that provides all-hazard fire, rescue and fire-based paramedic level ambulance service from the District’s three facilities. The District employs a full-time fire chief, assistant fire chief, office manager, three captains, four lieutenants and two senior engineers, and has 31 paid-on call first responders. All of WRFR’s full-time line personnel are Licensed Paramedics, Advanced or Basic EMT’s.





Operating with a combined fire and EMS budget of \$2,218,262 for the 2019 fiscal year, the District provides approximately 150 square miles of fire protection as well as 1,500 square miles for emergency medical services under a contract with the Blaine County Ambulance District. The District also has several signed automatic and mutual aid agreements with adjoining cities, fire districts, U.S. Forest Service and Bureau of Land Management. In 2018, the Fire District responded to 817 emergency calls for service. Approximately 93 percent of WRFR's total call volume is emergency medical service calls for service. The District's major equipment includes one ladder truck, two engines, two engine/tenders, one brush engine, one rescue/engine and three ambulances.

The primary focus of the Fire District delivery system is public/safety & education, prevention, fire suppression, emergency medical services, and technical rescue. Wood River Fire Protection District's fire protection insurance rating is a class four (4) for structures within five miles of a fire station and an approved water supply of 30,000 gallons or greater.



THE POSITION

Reporting directly to the Board of Directors, the Fire Chief provides creative and strong strategic leadership to a combination of fulltime and paid-call members with the ability to fully implement best practices for the safe deployment of fire and EMS resources, as well as emergency management issues related to the Fire District.



Other Main Responsibilities Include:

- Demonstrated exceptional decision making and analytical skills by consensus building, continuous learning, strategic agility and political savviness.
- Effectively and ethically manage the Fire District's financial resources and communicate the District's financial structure and position to internal and external stakeholders.
- Exhibit command presence by demonstrating leadership, initiating action, providing direction, and being accountable.
- Ensuring professional development of command staff and employees to enhance their success and facilitate positive employee morale and strong organizational performance.
- Possess a participative leadership style, working effectively with others.
- Align systems, develop staff, build teams, organize functions, determine priorities, and improve processes to provide exceptional service.
- Adapt to changing circumstances and priorities, lead change initiatives, seek out innovations, create a continuous learning culture both personally and for the organization.
- Demonstrate forward thinking and believes in making the right ethical, value-based decisions for the benefit of the District and the community it serves.
- The ability to articulate a vision and lead the implementation of a Strategic Plan for the Fire District in support of that vision.



OPPORTUNITIES & CHALLENGES

A Strong Combination Fire Department

Wood River Fire & Rescue currently benefits from a strong career and paid-on-call (POC) force as a combination department. However, the demographics of the community, especially with regards to the elevated cost of living, has limited the availability of those able to participate, especially as it relates to POC. The new Fire Chief will need to focus on recruitment and retention strategies to assure sufficient, qualified Firefighters, EMT's and Paramedics are in place to meet the demands of a growing community. Additionally, they will continue in setting and enforcing clear, definable standards and expectations for both career and volunteer firefighters to assure consistency in operations as well as establishing mutual support and respect.

Strategic Plan

The new Fire Chief will have an opportunity to work with the organization to develop a clear vision and mission to address the challenges of the future. A critical component of this will be to implement both short and long-term planning with goals and objectives. An important aspect of this effort will be to address the need for a headquarters fire station and vehicle replacement. Maintaining and fostering relationships with partner agencies will also be an important objective. Additional issues in need of addressing are staffing and deployment, recruitment and retention, compliance with laws, standards and regulations, updated and relevant SOP's/SOG's, reliable data management via technology, increased visibility within the community and possible consolidation/merger with the City of Hailey and/or other valley Fire Departments.

Partnership with the City of Hailey

The District currently operates under a Joint Powers Agreement with the City of Hailey. This agreement provides for the shared utilization of Hailey staff (Fire Chief, Fire Marshal and Fire Inspector) and POC members, as well as borderless response, for the joint benefit of both agencies. The agreement is governed by a Joint Powers Board that provides oversight and cooperation between the elected officials and staff. The parties intend to explore future options to combine services with the possibility of full consolidation. The new Fire Chief will need to act on behalf of the Board and exercise political sensitivity as these opportunities continue to move forward.

Community Involvement

The Wood River Fire District is situated in an area that is experiencing steady growth. The demographics and geography of the District range from rural ranchland to an urban center (City of Hailey). Included in this mix is a significant wildland/urban interface. The community is near world class recreational and cultural opportunities and serves as the hub to this region. The department has done a good job of fostering positive public relations, demonstrating transparency and maintaining a strong working relationship within the community. The new Fire Chief must embrace these values and will need to be active in their participation, serving as the 'face' of the Fire Department. Enhancing the presence of the department through social media and visibility in the community will be a key to their success.

IDEAL CANDIDATE

Education and Experience:

A bachelor's degree in business administration, public administration, fire science, or a closely related field, and a minimum of ten (10) years of career fire service experience in a combination of volunteer and career type department type with at least four (4) years being in a command position equivalent to Battalion Chief, Chief Officer, Shift Captain/Commander. Candidates must have extensive knowledge and experience in structural firefighting, wildland urban interface firefighting, fire based advanced life support (ALS) emergency medical services operations, and administration (finance, human resources, Collective Bargaining Agreement negotiations, risk management, and fire prevention), and experience in reviewing construction drawings and fire code enforcement.

NREMT or NREMT- Paramedic, NWCH Type 4 or 5 Wildland Incident Commander, or other upper level wildland fire positions (S-300, 400), graduate of National Fire Academy Executive Fire Officer Program, IFSAC or NFA Fire Officer, IFSAC Fire Instructor, NFA Leadership Courses, and experience as an EMS Instructor are preferred.



Necessary Knowledge, Skills and Abilities:

- Excellent executive leadership skills and a comprehensive knowledge of all facets of the fire service including structural firefighting, wildland/urban interface firefighting, and fire based EMS with ALS transport.
- Experience as a career Chief Officer in a similar sized combination fire department with a history of progressive and proactive program development.
- Experience working for a Board of Commissioners to build achievable goals that will take the Fire Department to the next level of service.
- Experience working with partner agencies to achieve efficiency and effectiveness in areas of mutual interest.
- Experience working with State and Federal agencies in wildland firefighting and mitigation.
- Political acumen and sensitivity to be effective within a broad range of interests.
- Candidates must understand their role as the Chief Executive Officer and balance their position as an ‘employee’ of the Board with that of being the ‘head coach’ for the staff and the ‘advocate/liaison’ to the community.
- Able to draw upon his/her career experiences in leading and implementing strategic planning processes and will interact effectively with the participating partners to help refine the vision for the future of fire and EMS services in the region.
- A respected emergency-services professional who will bring ethical and strong financial acumen with solid experience in budgeting and long-range financial planning.



- Exceptional written, oral and social media communication skills which will be used to clearly communicate the policies and procedures established by the Board to department staff and citizens in a clear and concise manner.
- Value community involvement and be comfortable participating in community events.
- Skilled in strategic thinking and planning with the ability to communicate to all stakeholders.
- Must possess strong leadership skills in guiding and mentoring staff.
- The ideal candidate will lead by example setting the standard for all department members and must have a strong and confident presence, willing to delegate authority, be a good listener, be accessible, and understand the importance of maintaining close and consistent communication with staff.
- A track record for delivering results, building accountability for staff, and creating a positive working environment characterized by teamwork and innovation.
- Well versed with labor law in the State of Idaho with a history of productive working relationships with staff. Familiar with negotiation processes such as interest-based and collective bargaining, recognizing that good labor relations are based on maintaining an environment that values mutual trust and confidence.
- A good understanding of the unique character of life and fire/EMS challenges in the Wood River Valley.



COMPENSATION & BENEFITS

- **\$120,000 - \$145,000 DOQ**
- Medical, Dental & Vision Insurance
- VEBA Contribution
- PERSI
- Employee Assistance Program
- 11 Paid Holidays
- Paid Vacation & Sick Leave
- Bereavement Leave
- FMLA – Family Care & Medical Leave
- Paid Gym Membership



**Please visit:
www.wrfr.com**

Wood River Fire & Rescue is an Equal Opportunity Employer. All qualified candidates are strongly encouraged to apply by **September 8, 2019** (first review, open until filled). Applications, supplemental questions, resumes and cover letters will only be accepted electronically. To apply online, go to **www.prothman.com** and click on "submit your application" and follow the directions provided. Resumes, cover letters and supplemental questions can be uploaded once you have logged in. If you are a veteran and wish to request veterans' preference credit, please indicate that in your cover letter, and complete and submit the veterans' preference form posted on the website as instructed on the form.

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