



Colorado

FIRE CHIEF

\$165,000 - \$185,000

Plus Excellent Benefits

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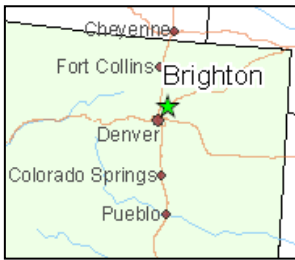
July 18, 2021

(First Review, Open Until Filled)

PROTHMAN



THE REGION



Located 20 miles north-east of Denver, the Brighton Fire Rescue District is headquartered in Brighton, Colorado. The city was founded on a rich history of diversity, agriculture, railroads and pio-

neers in 1887. Today Brighton is a medley of old and new, recognized as one of the fastest growing cities in the U.S. Over the last two decades, Brighton's population has nearly doubled from 21,000 to nearly 40,000. The city is expected to grow another 20 percent by 2025. Brighton is a vibrant, close-knit Colorado city that values its history and agricultural roots, while embracing progress, innovation, and sustainable growth. Conveniently located 20 miles north of downtown Denver, a 20-minute drive from Denver International Airport, and about 30 minutes from Boulder, Brighton has attracted residents who want to feel like they are part of a small town while having access to the amenities of larger urban areas. The rural area of the District also has the largest concentration of producing farms in Colorado and is on the leading edge with the energy industry and automation. As a result, Brighton is an up-and-coming place to live in Colorado that offers an excellent balance of urban and rural living with plenty of opportunities for young people and growing families alike.



THE DISTRICT

Led by a five-member, locally elected Board of Directors who oversee and govern District operations, the Brighton Fire Rescue District protects the City of Brighton, Town of Wattenberg, part of the City of Commerce City, and parts of the towns of Henderson and Lochbuie. In addition, the District's area includes large unincorporated areas of Adams and Weld counties.

The District provides services to approximately 55,000 people in an area of 150 square miles from 5 fire stations. The District is rated an ISO Class 2 in urban/suburban areas and a Class 3 in rural areas. The fire department serving this area was created in 1888, and has a rich history with the dedication and service of volunteer firefighters.

Today, Brighton Fire Rescue District is a career department with approximately 80 employees who handle roughly 6,500 emergency incidents each year on a 2021 total budget of approximately \$17,000,000. The District provides advanced emergency medical (non-transport), firefighting, hazardous materials, water rescue, technical rescue, and safety/prevention services.

The District is unique, as it consists of urbanized, suburban, and rural areas. District personnel must be trained in high rise fires as well as horse rescues, and everything in between. The men and women of the District are highly trained professionals who are proud to serve their community. The District provides all-hazards response, including fire suppression, technician level Haz-Mat, technician level tech rescue, ALS-EMS first response, public education, fire investigation, and fire prevention services. EMS transport is provided through a 3rd party contractor with the District.

THE POSITION

Under the Board of Directors' general direction, the Fire Chief is the District's Chief Executive Officer and Commander in Chief. The Fire Chief is responsible for implementing the rules, policies and procedures established by the Board, and for carrying out the duties imposed upon the Fire Chief by State law. The Fire Chief is responsible for all aspects of the day-to day administration, operation and finances of the District.

To view the full job description, please view the attachment found [here](#).

OPPORTUNITIES AND CHALLENGES

Growth of the Community

There is significant growth in the community, primarily on the Southern and Eastern sides. The District will have to continue to plan for the increases in service. The next Chief will need to have the ability to sustain growth within the budget through forecasting and planning.

Vision

The selected Chief will be a leader who can take the organization into the future, providing strategic direction, including, sharing the vision internally and externally.

Succession/Mentoring

Developing succession planning for all levels of the organization by establishing programs/plans for continued internal growth and development will be a priority for the incoming Fire Chief.

Collaboration

The Fire Chief has the opportunity to embrace collaboration internally and externally, including local 4477 and members of all ranks/divisions. Members of the organization are eager to be engaged and excited for opportunities to build, develop, and enhance programs.

Capital

That District's stations are all in great shape, with each station being either newer or recently renovated, however the District knows that future stations may be needed, as well as an administrative/training facility. An apparatus replacement plan has been developed and is being enhanced, and Capital funds are available.

IDEAL CANDIDATE

Education and Experience:

A bachelor's degree from an accredited institution in fire science, management, or a related field, and a minimum of ten (10) years of progressively responsible experience in the fire service, including at least five (5) years at the chief officer level with substantial management, financial, administration and operational responsibilities is required.

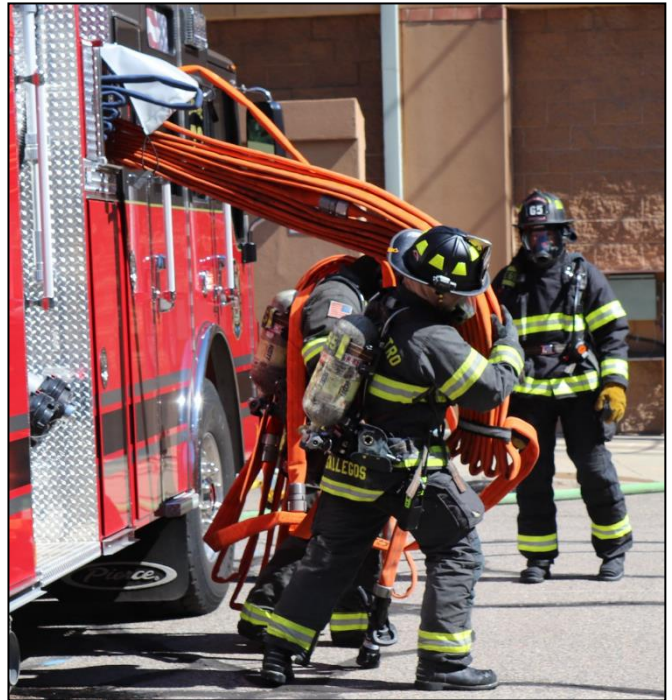


Within one year of hire, the selected candidate must reside within five (5) miles of the District's jurisdictional boundary. Candidates must also possess and maintain N.I.M.S. certification (100, 200, 300, 400, 700, 800), possess and maintain CPR certification, possess, or obtain within one year a Colorado Fire Officer II, IFSAC or Pro Board certification, and possess Chief Fire Officer Designation (CFOD) or be in the process of obtaining CFOD. The selected candidate must also possess or obtain a valid Colorado driver's license within 30 days of hire.

The ideal candidate will have a master's degree in fire science, management, or a related field, have a State of Colorado Fire Officer III certification, IFSAC or Pro Board certification, and be a graduate of the NFA Executive Fire Officer Program. Experience developing and implementing budgets, experience with complex technical and sensitive work environments, and knowledge of computerized administrative functions are also ideal. Experience and success in grant programs, grant writing and grant administration with both local and federal programs (i.e. SAFER, FEMA, ASG), experience with negotiations and relationships with labor groups, and experience with complex, technical and sensitive work environments is also desired.

Necessary Knowledge, Skills and Abilities:

- The ideal candidate is a proven fire service professional who has demonstrated experience in a career fire agency whose members have a collective bargaining agreement with the fire district and understands the complexities of a growing full-service fire department.
- The ability to build a sense of teamwork and family, see diversity as a strength within the organization, and build a roadmap to developing trust within the agency. The Fire Chief must excel in their delegation abilities, encourage staff to seek higher education/professional growth and take the time to recognize significant accomplishments within the agency
- A proven record of collaboration when it comes to the day-to-day operations of the district. This includes developing apparatus specifications, standard operating procedures and policies that reflect changing times; ie. COVID. It is important that policies are applied equally to all members of the district.
- The ideal candidate will involve themselves in the mentoring and coaching of District staff with a specific focus on professional growth, enhanced service and building leaders for the future, which is a key to current and future success. The new Fire Chief must possess the skills to integrate into a highly functioning team.
- A desire and comfortability participating in the local community foster relationships with community and civic partners and the local ambulance service.
- The District is looking for a leader who can communicate internally and externally with all stakeholders. Demonstrated clear and concise communication with all personnel and a willingness to prioritize developing trust and transparency amongst the members, labor leadership, and the Board of Directors is a must.



- The new Fire Chief will see value in getting to know the organization and not simply making changes for changes sake. The ideal candidate will take the time to get to know its members, agency culture, and history, embracing the same by developing a shared vision amongst the District membership, transparently sharing information, and maintaining confidence when required.
- The ability to make a quick decision needed and there is time to work through an issue. A strong emphasis is placed on deciding and moving forward without over analyzing.
- The ability to be an advocate for the members, the District, and the Board of Directors; doing so in a way that prioritizes support to the internal stakeholders, while at the same time balancing the needs of the citizens served by Brighton Fire Rescue.
- Experience in budgeting, grant processes and developing a strategic plan to address the fiscal and physical needs of the district. The ideal candidate will see innovation as a tenant to excellence and embrace the same even when an innovative effort may not go as planned.
- The ideal candidate will have experience in labor relations, see feedback as essential to the growth and management of the District, and work closely with all staff when implementing new programs. In addition, they will effectively delegate the authority and responsibility to complete assigned work.

COMPENSATION & BENEFITS

- **\$165,000 - \$185,000 DOQ**
- Medical, Dental, and Vision Insurance
- Health Reimbursement Arrangement
- Flexible Spending Accounts
- Basic Life and AD&D Insurance
- Supplemental Life and AD&D Insurance
- Disability Insurance
- Employee Assistance Program
- FPPA Defined Benefit Retirement Plan
- 457 Deferred Compensation Plan
- 8 Hours Sick Leave per Month
- 12 Paid Holidays
- 8 Hours Vacation Per Month. Increases with every five (5) years of service



Please visit:
www.brightonfire.org

Brighton Fire Rescue District is an Equal Opportunity Employer and adheres to the Equal Pay for Equal Work Act. Therefore, all qualified candidates are strongly encouraged to apply by **July 18, 2021** (first review, open until filled). Applications, supplemental questions, resumes, and cover letters will only be accepted electronically, and uploaded once logged in. **To apply:** go to www.prothman.com, click on "Open Recruitments," select "Brighton Fire Rescue District, CO – Fire Chief," and click "Apply Now," or click [here](#).



www.prothman.com

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