



Colorado

FIRE CHIEF

\$185,000 - \$205,000

Plus Excellent Benefits

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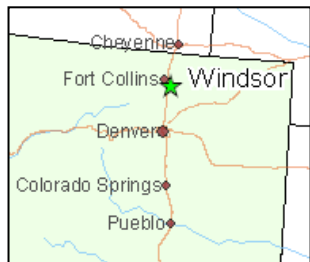
October 22, 2023

(First Review, Open Until Filled)

PROTHMAN



THE COMMUNITY



Windsor Severance Fire Rescue (WSFR) provides fire and rescue services to approximately 96 square miles in Weld and Larimer Counties including the Northern Colorado towns of Windsor and Severance.

The towns are located approximately 50 miles north of Denver on the rapidly growing Front Range of Colorado. Windsor and Severance boast some of the lowest crime rates in Colorado and the nation, and while the region is one of the fastest growing around, neither town has lost its small-town feel. Other nearby Front Range cities include Fort Collins, Loveland, and Greeley. At 4,800 feet above sea level, the area features rolling hills, grassy plains, rivers, lakes, an abundance of parks, open space, and trails, for endless recreational opportunities, and amazing views of the Rocky Mountains to the west.

The approximately 66,000 people living in the fire district's boundaries enjoy excellent shopping and dining opportunities, the historic Windsor Downtown, summer concerts in both Windsor and Severance, and a local farmer's market on Saturdays. The region features several world-class golf courses, and the local recreation department is second to none.



Residents and visitors can walk, run, or bike one of the numerous local trails located throughout the area. One can also enjoy a day of boating and relaxing at Windsor Lake, rent an innertube, and float the Poudre River at the Poudre River Experience, canoe, kayak, or paddleboard locally, and flyfish in some of the most scenic settings along the Front Range. Sports also make up a huge part of the region's amenities. The Blue Credit Union Event Center hosts Colorado Eagle's Hockey games, and Future Legends, a large sports complex set to open in 2023, will be home to the Northern Colorado Hailstorm professional soccer team and will feature a minor league baseball team, the Northern Colorado Owls.

The majestic Rocky Mountains are a half-hour drive west where you will find the historic town of Estes Park and Rocky Mountain National Park. In addition, world-class skiing and snowboarding are only a couple of hours away.

World class education is provided by Weld Re-4, Thompson Valley, and Poudre School Districts which serve both Windsor and Severance. Numerous charter and private schools are also available in the district.

To learn more about the communities of Windsor and Severance, please visit:

www.windsorgov.com

www.townofseverance.org/about-us



THE DISTRICT

Founded as the Windsor Fire Department in 1902, WSFR is a Special District organized under Title 32 of Colorado Revised Statutes providing fire protection and rescue services within its 96 square mile boundaries. The District's values of Readiness, Excellence, Courage, and Respect provide a foundation for the mission to "provide professional service and compassionate care from our family to yours." WSFR is an internationally accredited agency with the Centers for Public Safety Excellence with an ISO rating of 2. A governing body of five publicly elected board members is responsible for the policy and procedures necessary to conduct business for the district, including overseeing the district's current \$14,561,191 annual budget.

WSFR operates out of four fire stations strategically located throughout the district and responds to over 4,400 emergency calls per year. The operational staff includes the Fire Chief, Deputy Chief, Training Chief, three Battalion Chiefs, and 44 full-time line personnel. In addition to the full-time staff, there are four part-time and two reserve operational positions. All WSFR line staff are certified to a minimum of Firefighter 1, Hazmat Operations, Swift Water, and EMT-B. Special teams such as Dive and Hazmat work closely with neighboring agencies to provide a regional approach to high-acuity events. A Wildland team is in place deploying to both regional and national level responses.



The Life Safety Division of WSFR is staffed with a Fire Marshal, a Fire Inspector, and a Community Risk Reduction Manager. The Life Safety Division provides plan reviews, permits, inspections, and fire investigations. It is also responsible for fire prevention and public safety outreach programs in the community.

The Administrative Division provides daily business support for WSFR. There are 6 full-time staff that provide building and fleet maintenance, human resources, accounting, finance, planning, business development, and general administrative services.

WSFR also operates and maintains a fire museum that is staffed with a volunteer curator and multiple docents. The museum volunteers maintain and restore WSFR historical apparatus and equipment, and participate in community events and outreach programs. In 2022, the museum welcomed more than 6,500 visitors.

THE POSITION

Windsor Severance Fire Rescue is looking for a Fire Chief who will be an engaged and visible leader in the organization. Under the direction of the Board of Directors, the Fire Chief is an "at-will" position and serves as the Chief Executive Officer of the organization. The Fire Chief is responsible for providing executive-level leadership, planning, evaluation, and implementation of the daily administration, operations, and finances of the department, as well as those items specifically imposed by federal, state, or local entities, including but not limited to the duties imposed by the Colorado Special District Act, C.R.S. §32-1-1002.

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

OPPORTUNITIES & CHALLENGES

1. The agency has a need for the new Fire Chief to focus internally in the short term upon appointment. This will include getting to know the staff, collaborating and developing a clear vision for the future of the organization, and beginning the process to address some succession planning needs to address turnover in some key leadership positions.

2. There is a desire amongst the staff to invest in a training facility within the fire district to enhance training opportunities and response readiness. The Fire Chief will work with staff to discuss feasible options.

3. Planning for future growth, WSFR is reviewing several options including the option of building a new Fire Station down the line. The incoming Chief will bring ideas to the table and continue discussions regarding options for potential sites or other options to manage growth. This may include discussions of beginning a planning process for a facility to address the growth the agency is experiencing and what is anticipated in the future.



THE IDEAL CANDIDATE

The ideal candidate will be a proven fire service leader ideally at the level of Battalion Chief or above from a similar size or larger agency. This person will be comfortable working with elected officials and ideally have experience working with a Board of Directors. The selected candidate will have worked their way up through the ranks, have an operational background, and have a history of positive labor relations. The ideal candidate will be an honest broker of information and have the confidence and ability to build strong relationships inside and outside the agency. This person must place a high value on a respectful, inclusive work environment, that supports all personnel, while “doing the right thing” when not specifically addressed in a policy or procedure. This will require the incoming Chief to believe in empowerment and collaboration at all levels, support continuing education, and see mentoring and professional development as keys to success.

The ideal candidate will be a strong advocate for the district who is invested in WSFR by learning the history and culture of the organization. This person will have the political acumen required to constantly balance the physical and financial needs of the district, and engage in the community and with staff while demonstrating good character and a high level of emotional intelligence.

The new fire chief will see IAFF Local 4845 as a partner in delivering services to the community, will take the time to listen to their needs, and meet with the Local Executive Board on a regular basis. The ideal candidate will also have experience with the Accreditation process and be supportive of the work and the investment the agency has made.

Ideal Knowledge, Skills & Abilities:

- Experience setting the pace for accountability by role modeling good behavior and holding oneself to department standards and expectations of performance.
- The ability to embrace a welcoming and supportive work environment, where airing differences in a respectful manner is seen as a regular part of business.
- A willingness to take the time to get to know the staff, get a firm grasp on their talents and provide direction as needed.
- Skill to assess the agency's pace for change while keeping an open mind to evaluate innovative approaches to service, internal work procedures, and other ideas that are developed by the staff.
- Exceptional oral and written communication skills, including the ability to actively listen, take careful consideration of information, and demonstrate transparency by sharing the right amount of information to keep agency members informed and including those closest to the work in the decision-making process.
- Excellent interpersonal skills demonstrated by listening for understanding rather than listening to respond, having a good sense of humor, and creating a safe place/work environment for dialogue and innovation.
- The ability to be fiscally responsible, advocate for accountability of community assets, and work closely with the Board to advocate for a level of service that meets the needs of the community.
- A proven history of positive labor relationship development.
- The ability to embrace a 'familial atmosphere' by making decisions in the best interests of WSFR members and having empathy for the work and situations members may face.
- The ability to be firm, fair, and consistent in the application of programs and standard operating procedures and invoking discipline in a proper and appropriate manner when required. The ideal candidate will capitalize on 'teachable moments' in lieu of discipline whenever possible.
- The ability to be available after hours to support the on-duty staff, and respond when necessary, acting as a liaison with the Board or community members depending on the nature of the emergency.

EDUCATION AND EXPERIENCE

Required Education and Experience:

- A bachelor's degree from an accredited college or university in fire science, public administration, management, or a related field approved by the Board, and seven (7) or more years of experience in a Chief Officer role is highly preferred.
- Possess, maintain, or acquire Chief Fire Officer (CFO) credential from the Center for Public Safety Excellence (CPSE), Commission on Professional Credentialing within 3 years of hire.
- Must possess, or obtain within 1 year of employment, and maintain valid CPR certification.
- Must possess, or obtain within 90 days of hire, and maintain a valid State of Colorado driver's license, and possess and maintain an acceptable driving record.
- Must establish permanent residency within the district boundaries within one year of employment, or as approved by the Board of Directors.
- Any combination of education, training, and experience may be substituted as long as it provides the desired skills, knowledge, and abilities to perform the essential functions of the job.

Preferred Education and Experience:

- A master's degree from an accredited college or university in fire science, public administration, MBA, or a related field approved by the Board.
- Progressive experience as an Assistant, Division, or Deputy Chief with management, financial, operational, and administrative responsibilities.
- NIMS 100, 200, 700, and 800 certificates.
- Executive Fire Officer (EFO).
- Fire Officer II Certification.



COMPENSATION & BENEFITS

- **\$185,000 - \$205,000 DOQ**
- Medical Insurance (District funds 90%)
- Dental Insurance (District funds 90%)
- Vision Insurance (District funds 50%)
- Life Insurance (District funds 1x annual salary)
- Flexible Spending Account
- Health Savings Account
- Retirement Healthcare Savings Account
- FPPA Pension
- 457 Deferred Compensation Plan (With 3% district match)
- Paid Vacation Leave (120 hours preloaded, 20-year accrual rate)
- Paid Sick Leave
- 11 Paid Holidays
- Short/Long Term Disability
- Peer Support
- Employee Assistance Program
- Possible Relocation Expenses



For more information on Windsor Severance Fire Rescue, please visit:

www.wsfr.us

Windsor Severance Fire Rescue is an Equal Opportunity Employer. All qualified candidates are strongly encouraged to apply by **October 22, 2023** (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 "**Open Recruitments**", select "**Windsor Severance Fire Rescue, CO – Fire Chief**", and click "**Apply Online**", or click [here](#).



www.prothman.com

371 NE Gilman Blvd., Suite 310
Issaquah, WA 98027
206.368.0050