



Colorado

FIRE CHIEF

\$150,000 - \$170,000

Plus Excellent Benefits

Apply by

October 29, 2023

(First Review, Open Until Filled)

PROTHMAN



THE COMMUNITY



Serving as the headquarters of the Estes Valley Fire Protection District (EVFPD) the town of Estes Park, Colorado is only 70 miles from Denver at an elevation of 7,522 feet, offering abundant options for

adventure amid the breathtaking landscapes of Rocky Mountain National Park and Roosevelt National Forest. Functioning as the base camp for Rocky Mountain National Park, which offers 300 miles of hiking trails within 415 square miles of protected mountain wilds to the west of Estes Park, the town and surrounding region blends modern conveniences with a charming mountain village ambiance. Summers and autumns are perfect for camping, hiking, cycling, and engaging in water sports like stand-up paddleboarding and kayaking. Winter ushers in a wonderland with snowshoeing, sledding, ice climbing, and back-country skiing. Year-round, you can explore numerous trails, indulge in fly fishing, horseback riding, and enhance your photography skills.

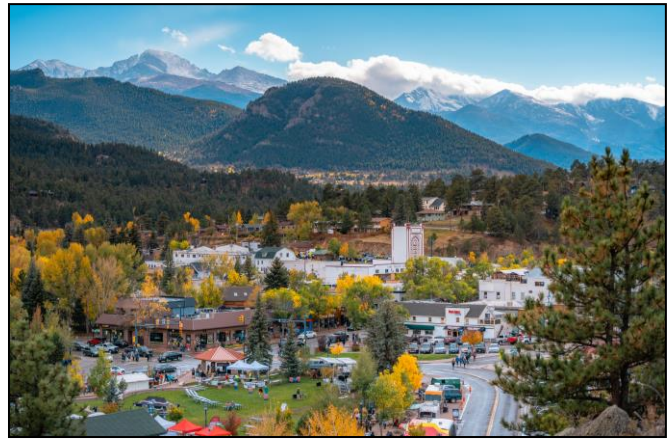
The Estes Park Riverwalk and picturesque downtown area offer art galleries, historical sites, and delightful local breweries. Throughout the year, you'll find special events and festivals to enjoy, including the golden aspen trees of autumn, and unique winter celebrations. With over four million annual visitors, Estes Park stands as the eastern gateway to the renowned Rocky Mountain National Park, a premier attraction in northern Colorado.

The region caters to a wide array of outdoor activities, spanning from hiking to scenic drives along iconic routes like Trail Ridge Road and the Peak to Peak Highway. Local establishments embrace Colorado's rich culture, proudly offering regional products and cuisine, all within charming Western-inspired decor. Downtown Estes Park maintains a relaxed atmosphere while also featuring upscale dining options for those seeking an elevated culinary experience. The area is also teeming with wildlife, and residents and visitors often see elk strolling through town.

To learn more about Estes Park and the surrounding region, please visit:

www.estespark.colorado.gov

www.visitestespark.com



THE DISTRICT

The Estes Valley Fire Protection District (EVFPD) covers nearly 70 square miles concentrated in the Wildland Urban Interface. With a population of 11,504, the District encompasses both the Town of Estes Park, accounting for roughly 10% of the area, and unincorporated Larimer County. EVFPD has a rich history, originating in 1907 as an all-volunteer department and transitioning into a Special District in 2010.

The department operates with a dedicated team of 7 full-time positions, excluding the Chief, and approximately 45 volunteers. The District is overseen by a five-member Board of Directors elected through odd-year public elections to four-year terms. EVFPD operations are divided into three divisions, including Operations & Training, Administration, and Support Services. The District operates from two stations and an additional leased office location. One station is staffed during regular office hours from Monday to Friday, with no mandatory or paid shifts in place. The second station occupies a bay within a National Park Service-owned building, situated on the western edge of town.

EVFPD has an annual budget of approximately \$2,500,000 and receives an average of 650 calls annually. The call volume exhibits strong seasonality and is significantly influenced by the tourism industry. The District works closely with Larimer County, Rocky Mountain National Park, and the State Forest Service, and has mutual aid agreements in place with multiple surrounding Districts and departments.

To learn more about the District, please view the 2022 Annual Report found [here](#).

THE POSITION

Under the direction of the District Board of Directors, the Fire Chief is responsible for the overall management of the Fire District, including Administration, Support Services, Training, and Operations. The Fire Chief is responsible for community risk reduction, providing response in firefighting as necessary, and shall be answerable to the Board of Directors. This position is required, when appropriate, to respond and take command at emergency scenes.

The Fire Chief will strive to:

- Eliminate obstacles that prevent moving forward together, as an organization, in solidarity.
- Emphasize that safety must always be prioritized over relationships and the desire for acceptance.
- Encourage a culture where constructive criticism is the norm and the drive for self-improvement overrides individual ego, personal agendas, and preservation of perceived reputation.
- Reinforce that credibility is built on candor, competence, and transparency.
- Promote a District culture that does not tolerate posturing, marginalizing of individuals or groups, or self-protection.
- Maintain and grow volunteer firefighter membership through recruitment and retention initiatives.

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



OPPORTUNITIES & CHALLENGES

Estes Valley Regional Fire Academy

Estes Park is home to the Estes Valley Regional Fire Academy. This Academy certifies students as DFPC Firefighter I, Hazmat, and Firefighter II. The academy also gives a certificate in Exterior certified firefighter. EVFPD is in Firefighter I class 7. The academy is also the home base for, "When Things Go Bad, Inc." advanced curriculum that trains firefighters from across Colorado and Wyoming.

Advanced Training

EVFPD proudly titles itself as an Aggressive Interior Fire Department that is trained in EMS, Swiftwater Rescue, Ice Rescue, Low and Steep Angle Rope Rescue, Wildland Firefighting, Structural Firefighting as well as the mitigation of other hazards.

Volunteer Culture

EVFPD maintains a strong commitment to volunteer culture, with several long-term members. There is a possibility of transitioning to a hybrid department or shift staff.

Code updates and enforcement

Estes is home to many residential and commercial structures that were built prior to fire codes being adopted, and many locations within the District can be difficult to access with modern firefighting equipment.

Cost of Living

While the available housing inventory is up from prior years, Estes Park and the surrounding region has a limited market, and housing is expensive. In the first half of 2023 the average sales price for a detached family home was \$840,000. This is a concern for both a new Fire Chief moving into the area as well as the retention of existing employees.

Wildland Fire Risk

The entire District sits in the wildland urban interface. With increased temperatures, drought, and human factors, the area has significant catastrophic wildfire potential. In addition, there is an influx of ~4,500,000 visitors each year to visit Rocky Mountain National Park, and many are uninformed about the risk of wildfire and living within the WUI for even a short period of time. Educating the community on District mitigation initiatives. The Fire Chief will be responsible for building on prevention, mitigation, education, and community planning efforts to address this scenario.



Revenue Stabilization. Colorado Special District revenue is under constant attack from legislative efforts to ease the taxpayers' burden resulting from unprecedented property value increases. The new Fire Chief will need to navigate these challenges in an effort to maintain and improve service levels.

Strategic Plan Implementation. The new Fire Chief will be responsible for advancing the Strategic Plan which will demand active and transparent communication, and consistently engaging the organization at all levels.

THE IDEAL CANDIDATE

Minimum Education and Experience:

- A bachelor's degree in fire science, fire administration, and/or related field, **or** equivalent combination of education and experience.
- A minimum of (10) years of progressive fire service experience.
- A minimum of five (5) years of experience in a supervisory and/or management capacity in the fire service.
- Experience in Wildland fire suppression is preferred.
- Experience working in a combination department in a leadership position in an integrated fire/EMS department.
- Experience with Special Districts.
- Experience creating and implementing a budget.
- A Valid driver's license.

Required Certifications:

- CPR/AED
- NIMS 100, 200, 300, 400, 700, 800
- DFPC Fire Officer II or equivalent
- DFPC Fire Instructor I or equivalent

Ideal Knowledge, Skills & Abilities:

- The ability to use and understand Microsoft Office Professional Suite, QuickBooks, and other software utilized by the District. The Fire Chief will be working closely with the District's accounting firm.
- Knowledge of public administration, accounting principles, budget planning and control, principles of management, performance evaluation, and public relations.
- Responsible for the development of cooperative interrelations between the Fire District and governmental and non-governmental partners.
- Ability to plan, gather, and organize materials to be used by Fire District Board of Directors, employees, and non-governmental and governmental partners.
- Ability to work independently, and with a team.
- Ability to maintain confidentiality of materials.
- Ability to work in a hectic, busy, and sometimes stressful environment.
- Ability to be a working team member when needed on the emergency scene.
- Ability to read and interpret documents such as policies and procedures, federal, state, or local regulations, teaching materials/handbooks, manuals.
- Ability to communicate effectively with Fire District Board of Directors, employees, volunteers and governmental and non-governmental partners.



COMPENSATION & BENEFITS

- **\$150,000 - \$170,000 DOQ**
- Medical, Dental, & Vision. District pays 100% of single plan. 90/10 split for family.
- Flexible Health Spending Account (FSA).
- Workers Compensation.
- Accident & Sickness.
- Basic Life Insurance (District paid).
- Paid Vacation.
- Sick Leave.
- 7 Paid Holidays.
- FPPA Retirement / Death & Disability.
- 457 (District contributes \$75/pay period).
- Cell Phone and Wellness Benefits.
- Take Home Vehicle.
- Peer Support & EAP.
- Uniform Allowance.
- Additional Negotiable Benefits.



**For more information on the
Estes Valley Fire Protection District,
please visit:**

www.estesvalleyfire.org

The Estes Valley Fire Protection District is an Equal Opportunity Employer. All qualified candidates are strongly encouraged to apply by **October 29, 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 "**Estes Valley Fire Protection District, CO – Fire Chief**", and click "**Apply Online**", or click [here](#). Apparatus photos on page one provided by Rick Lubeke Photo ©. All other photos provided by Jon Berry / Visit Estes Park.



www.prothman.com

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