



Hailey, Idaho

FIRE CHIEF

\$185,000 - \$205,000

Plus Excellent Benefits

Apply by

April 27, 2025

(First Review. Open Until Filled)

PROTHMAN



THE COMMUNITY

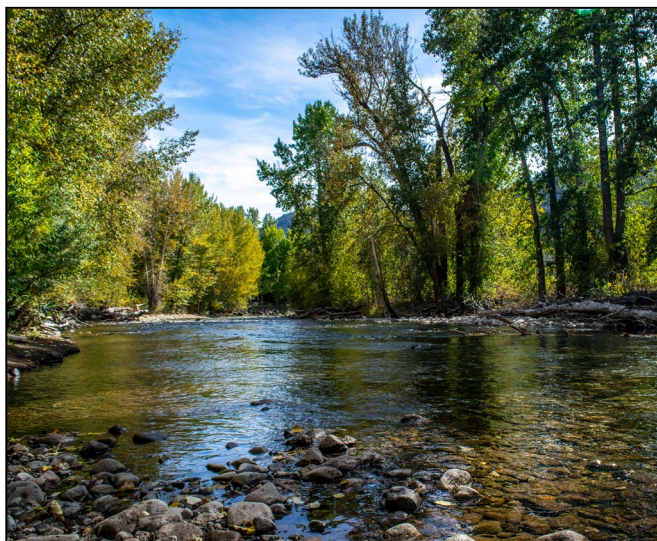


Headquartered in the scenic city of Hailey, Idaho, the BC South Fire Protection District (BC South) serves a diverse community of approximately 17,000 full-time and part-time residents across three incorporated cities and the unincorporated areas of southern Blaine County and eastern Camas County.

Surrounded by majestic mountains and high desert plains, the area lies just south of the world-famous Sun Valley Resort and renowned trout streams. While the Wood River Valley boasts a rich history dating back to the gold mining era, today it is best known for its exceptional year-round recreation, attracting mountain bikers, big game hunters, trout fishermen, and winter sports enthusiasts from around the world.



Hailey, centrally located in the heart of the Wood River Valley at the edge of the Sawtooth and Challis National Forests, is known as "Idaho's Hometown in the Mountains." Historically rooted in the mining and sheep industries, Hailey has evolved into a vibrant, year-round community thriving on tourism, business, recreation, and the arts. Just two and a half hours northeast of Boise, Hailey has a growing population of 9,000 and is only 15 minutes from Sun Valley, one of the most famous ski resorts in the world. At an altitude of 5,300 feet, residents enjoy a mountain desert climate with an excellent quality of life and abundant outdoor opportunities, including downhill and cross-country skiing, hiking, golf, mountain biking, river rafting, kayaking, big game hunting, and fly fishing. Visitors and residents can explore hundreds of alpine lakes and streams, venture into remote wilderness areas, camp under the stars, or enjoy the many locally renowned restaurants in Hailey, Ketchum, and Sun Valley.



The region also hosts exciting annual events 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 Hailey's "Days of the Old West" Fourth of July celebration featuring a three-day rodeo, a classic American parade, and a spectacular fireworks show. The area is also served by Friedman Memorial Airport, offering nonstop flights from major cities such as Seattle, Salt Lake City, Los Angeles, San Francisco, Denver, and Chicago.

Just 12 miles north of Hailey, the city of Ketchum has transitioned from a 19th-century mining hub to a world-class tourist destination, sharing a close relationship with the adjacent Sun Valley Resort. The area is renowned for its year-round outdoor activities, including skiing on Bald Mountain, hiking, fishing, and trail riding. Ketchum's charming and thriving downtown features galleries, boutique shopping, top-rated restaurants, and cultural events shared with neighboring communities. Additionally, Ketchum is part of the Central Idaho Dark Sky Reserve, the first gold-tier dark sky preserves in the U.S., offering unparalleled stargazing opportunities.



THE DISTRICT

BC South, in partnership with Blaine County Ambulance District, provides fire suppression, EMS, and rescue services to the community. The district operates on a FY 2025 budget of approximately \$3.45 million for operations and \$500,000 for capital expenditures. The district fire levy contributes \$1,310,728 to the operations budget. Following the consolidation of the Wood River Fire Protection District and the West Magic Fire District, the district is currently governed by a six-member Board of Commissioners. An election in November 2025 will reduce the board to five commissioners, with staggered terms of three four-year positions and two two-year positions. The district employs 15 full-time firefighters on shift, 3.5 full-time administrative staff, and 15-20 part-time/paid-on-call members. Emergency Medical Services comprise approximately 90% of the district's call volume, with 1,226 calls for service in 2024.

To meet emergency response demands, the district operates a diverse fleet of modern apparatus that includes a 2025 Rosenbauer Freightliner M2 Tactical Tender (3,000 gallons) and a 2017 Rosenbauer Warrior Type 1 Interface Pumper. The EMS fleet includes multiple ALS ambulances, such as 2023 and 2020 Ford F450 Braun 4WD ALS units and a 2017 Ford F350 Wheeled Coach 4WD ALS Ambulance. Squad vehicles include a 2022 Toyota Tacoma, 2016 Ford F250, 2004 Ford F250, and 2002 Chevrolet K2500. For wildland fire response, the district utilizes Type 6 Brush Trucks, including a 2004 Ford BME F550 and a 1995 Ford F350. Other apparatus includes a 1996 Spartan FFA Invader Quint 75' Aerial, a 2010 Rosenbauer HME 871 Spectrum Pumper/Tender (2,500 gallons), and a 1981 Ford Tender (3,000 gallons). With a well-equipped fleet, BC South Fire Protection District continues to provide critical emergency services to the community, ensuring safety and rapid response to fire and medical emergencies.



THE POSITION

Under the direction of the Board of Commissioners, the Fire Chief serves as the executive leader of the Fire District, overseeing operations, personnel, financial management, and strategic planning. The Chief ensures ethical financial stewardship, effectively communicates fiscal strategies to stakeholders, and provides transparent leadership to guide the District's long-term success.

This role demands strong decision-making, consensus-building, and strategic agility. The Fire Chief must demonstrate leadership, accountability, and adaptability while fostering a culture of continuous learning and innovation. As a participative leader, the Chief develops staff, builds strong teams, and enhances operational efficiency to ensure exceptional service delivery.

This position offers a rewarding and challenging opportunity for an experienced fire professional seeking to make a meaningful impact in a community known for its friendliness and natural beauty in an exciting time of change for the District.

OPPORTUNITIES & PRIORITIES

- BC South is working towards a consolidation with the newly formed Ketchum Fire District. The consolidation's first steps have been taken when voters approved the formation of the Ketchum Fire District, and three new commissioners have been selected to begin standing up the District that was established January 1, 2025. This new Ketchum Fire District leadership will be a stakeholder in the BC South Fire Chief process. Full consolidation will likely take two or more years, and the new BC South Fire Chief would, ideally, become the Fire Chief of the consolidated fire district. The new Fire Chief will be working closely with the Ketchum Fire District to ensure all the necessary steps and paperwork is completed to stand up the new agency.
- The incoming Fire Chief will continue advocating firefighter safety, placing a strong emphasis on firefighter and EMS responder mental health.
- The Fire Chief will support a proactive approach to recruitment, retention, and diversity in the fire service to strengthen the workforce.
- BC South provides paramedic-level care and EMS transport service to both residents and visitors within the District and surrounding areas. Capital planning is essential to address the fleet and facility needs at BC South to ensure long-term operational efficiency.
- There is strong camaraderie between volunteer and career firefighters across both agencies, fostering a supportive and effective team environment.
- While several small agencies in the valley continue to operate independently with no immediate plans to merge, all agencies collaborate during major incidents. BC South and Ketchum provide ALS response and transport service for Blaine County under contract.
- BC South has made a significant investment in its Mission, Vision, and Values, prioritizing relationships, integrity, competency, and compassion - principles that are fully supported by its staff.



THE IDEAL CANDIDATE

Required Education and Experience:

- A bachelor's degree in business administration, public administration, fire science, or closely related field from an accredited college/university.
- A minimum of ten (10) years of progressively responsible experience in the fire service including at least five (5) years as a chief officer with management and administrative duties.
- 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, risk management and fire prevention).
- Experience leading a combination fire department and working with elected officials, organized labor, and volunteers.
- Experience in Administration/Union relations and collective bargaining.
- Experience with complexities and conditions of rural Fire and EMS.
- Experience in Technical Rescue both Urban and Backcountry.
- Any combination of education, training, and experience may be substituted as long as it provides the desired skills, knowledge, and abilities necessary to perform the job.

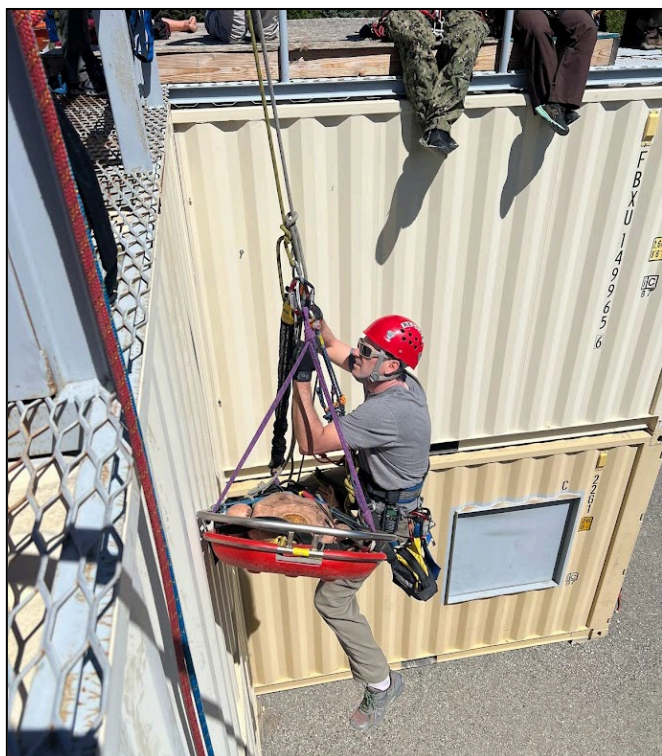


Preferred Education and Experience:

- NREMT or NREMT-Paramedic, NWCG 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 NFPA Fire Officer, IFSAC Fire Instructor, NFA Leadership Courses, EMS Instructor.

Necessary Knowledge, Skills, and Abilities:

- The Fire Chief must be a present, engaged, and visible leader within the organization and community.
- The ideal candidate will have a proven fire service leadership background in a similar-sized or larger agency, with experience in a combination fire department.
- The Chief will have the ability to foster a respectful, inclusive, and team-oriented work environment while demonstrating solid leadership skills with an appropriate level of humility.



- The Chief must be comfortable working with elected officials, organized labor, and managing volunteers/paid on-call personnel.
- A strong administrative background is required to oversee collective bargaining, capital expenditures, budgeting, fire prevention, fleet management, grants, strategic planning, mergers/consolidations, succession planning, human resources, training, EMS transport, and wildland/structure suppression.
- Strong business and political acumen is necessary to balance financial and operational needs with long-term planning.
- The Chief must engage with the community and staff, demonstrating integrity, emotional intelligence, and effective leadership.



- The Chief must mentor staff, develop succession plans, and build trust through accountability and results-driven leadership.
- Regional collaboration with other agencies and experience managing ALS transport programs, ambulance billing, and contracts are essential.
- The Chief must be open to innovative ideas, ensuring a safe environment for learning and growth.
- Exceptional communication skills, active listening, and transparent decision-making are critical to fostering trust and continuous improvement.
- The Chief must implement major projects efficiently while stepping in when needed, including responding to emergencies, operating equipment, or supporting command staff.
- Fiscal responsibility is key, requiring experience in budgeting, tax levies, mergers, and governance.
- The Chief must have a strong operational background, ensuring staff receive the necessary training and equipment while maintaining high performance standards and preparing for future challenges.



COMPENSATION & BENEFITS

- **\$185,000 - \$205,000 DOQ**
- PERSI with Optional PERSI Choice Plan (401k)
- 457B Plan, Pre-tax or 401K Roth, Employer match up to 6% for PERSI eligible employees in lieu of Social security withholding for qualified employees.
- Blue Cross Health and Vision Coverage, Delta Dental plan for employee, spouse, and dependents at 100% Employer expense – no co-pays for dependents/spouse.
- Vacation Time Accrual.
- Sick Leave Accrual. (non-cashable)
- Comp Time Bank.
- Flexible Schedule.
- 12 Paid Observed (National) Holidays per year
- Unemployment Insurance for qualified termination.
- Workers' Compensation.
- Local Gym Membership for self and spouse sponsored by Employer.



To learn more about the BC South Fire Protection District, please visit:

www.wrfr.com



BC South Fire Protection District is an Equal Opportunity Employer. All qualified candidates are strongly encouraged to apply by **April 27, 2025** (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 "**BC South Fire Protection District, ID – Fire Chief**" and click "**Apply Online**," or click [here](#). Resumes, cover letters, and supplemental questions can be uploaded once you have logged in.

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www.prothman.com

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