



**FIRE CHIEF
POUDRE FIRE AUTHORITY
FORT COLLINS, CO - POUDRE VALLEY FIRE PROTECTION DISTRICT**

The Poudre Fire Authority (PFA) is seeking a full-time Fire Chief to lead a full-service organization. PFA is consistently working to achieve and/or maintain the highest level of professionalism and efficiency on behalf of those it serves. The Authority is an internationally accredited agency through the Commission on Fire Accreditation International (CFAI) and is operating from a [Strategic Plan](#) covering 2018 -2023 facilitated through the Center for Public Safety Excellence (CPSE).

The Fire Chief is the executive in charge of overseeing the PFA. PFA provides fire, emergency medical, rescue, hazardous materials, and wildland services to the City of Fort Collins and the Poudre Valley Fire Protection District (PVFPD). The Fire Chief works closely with the Board members of the PFA along with the PVFPD and Fort Collins City Council in a very collaborative and professional environment. The Fire Chief is responsible for the overall management and leadership of the fire, Emergency Medical Service (EMS), and Community Risk Reduction services throughout the PFA.

- The Authority is made up of four divisions including: Operations, Fire Prevention and Community Risk Reduction, Support and Administrative Services,
- The Authority is comprised of 223 full-time employees (2020 budget). There are 193 uniformed and 31 civilian full-time employees. In addition to the full-time employees there are 25 volunteer and four seasonal firefighters (during summer months only) that provide emergency medical and wildland response in the southwestern portion of the jurisdiction (Stations 9 and 11). There are 12 part-time positions budgeted to provide support to agency programs.
- The PFA operates from (13) stations with an [annual budget](#) of just over \$40 million (2020).
- The Authority serves a population of 206,206 and responded to 21,939 incidents in 2019, representing an approximate decrease of .13% compared to 2018.

THE IDEAL CANDIDATE:

“Innovative, Dynamic and Visionary Leader”

- An experienced and collaborative fire/EMS leader with demonstrated managerial, interpersonal, and customer service skills.
- A strong communicator with all facets of a modern fire/EMS provider with a complex but manageable structure.
- An individual committed to the process of continuous improvement through study, data analysis, risk taking, and follow through.
- Steady, Approachable, and Dependable.
- A commitment to the organization with a genuine confidence and approachability to residents, business, and governmental leaders featuring strong communication skills.
- A Fire Chief that is an integral and engaged leader, with a strong background in modern fire, EMS, emergency management, and all hazards practices.
- A Fire Chief that understands the need to use data for problem solving and community risk reduction efforts.
- The ability to mentor and foster leadership roles within the staff, succession planning, and a global vision of the community’s needs are critical. Creativity and the ability to guide and balance change is a must.

- Demonstrated experience in labor-relations, preferably in a collective bargaining environment. Succeeding through challenges and difficult situations.
- Experience with EMS, specifically relating to ambulance service provision.
- Strong budget skills supported by conservative fiscal management.

Required Credentials:

- Bachelor's Degree in Fire Science, Public Administration, Business Management, or similar discipline required, Master's Degree preferred.
- Ten (10) years of related experience with at least five years of supervisory experience in a chief officer rank or executive role is required.
- Fire department accreditation leadership experience through CFAI highly desirable.
- Leadership experience in collective bargaining desired
- Other additional qualification includes: a graduate of the National Fire Academy Executive Fire Officer (or enrolled with a specific completion date), Chief Fire Officer Designation (or in process with a specific completion date), or similar certifications.
- ICS 100, 200, 300, 400, 700 required

COMPENSATION AND BENEFITS

The annual salary range for this position is **\$170,000 to \$190,000 +/- DOQ**. The PFA provides options for retirement including a defined benefit, or defined contribution, and deferred compensation plan along with excellent health and welfare benefits.

HOW TO APPLY

Candidates should apply by December 31, 2020 with resume, cover letter and contact information for five work-related references to www.GovHRJobs.com to the attention T.E Sashko, Vice President, GovHR USA, and John Storm, Vice-President 630 Dundee Road, #130, Northbrook, IL 60062. Tel: 847-380-3197. [Poudre Fire Authority](#) is an Equal Opportunity Employer.