



COLORADO

FIRE CHIEF

\$120,000 - \$150,000

Plus Excellent Benefits

Apply by

March 31, 2019

(First Review, Open Until Filled)

PROTHMAN



WHY APPLY?



Located on the east side of the snow-capped peaks of the Rocky Mountains in northern Colorado, Front Range Fire Rescue Fire Protection District (“Front Range Fire Rescue” or the “District”)

serves the towns of Johnstown, Milliken, as well as portions of Weld County and Larimer County, just 45 miles north of Denver and 35 miles north-east of Boulder. The area is known for its stunningly beautiful landscapes and some of the most amazing outdoor recreational opportunities you can find.

Front Range Fire Rescue offers a rewarding and challenging opportunity for an experienced fire professional. If you are interested in making a difference in a welcoming community that takes pride in its natural beauty and peaceful daily life and would like to lead a dedicated staff in an organization that places a high value on providing outstanding customer service, this is the position for you!

THE COMMUNITY

Headquartered in scenic Milliken, Colorado, the District resides in one of the fastest growing areas in northern Colorado. The town of Milliken is a vibrant and friendly town located at the confluence of the Big Thompson and South Platte rivers in what is a true rural Colorado setting.

Sitting at an elevation of 4,800 feet, Milliken is home to roughly 7,000 residents. Beginning as a trading post on the Denver, Laramie, and Northwestern Railroad in the 1860's, today Milliken offers a variety of amenities to residents including beautiful parks and open space, recreational activities, top-notch public services, and an excellent local educational system. As a growing community, the area offers potential residents the opportunity to choose a home in a variety of master planned communities at a far better value than in many of the surrounding larger cities without sacrificing quality. Home to several local businesses, the area is also located within a short 15-minute drive of other major shopping and entertainment establishments.

To the west, Johnstown is a Home Rule Municipality in Weld and Larimer counties with the town itself spanning just over 13 square miles. Johnstown is home to roughly 15,000 residents and boasts a revitalized historic downtown. Residential areas surround the central business district and are a mix of historic neighborhoods and newer developments, with the majority being single family housing.



Front Range Fire Rescue also services areas of both Weld and Larimer County. Weld County is Colorado's third largest county covering 3,996 square miles. The County offers many small charming towns, along with unique attractions including the world's oldest large carnivore sanctuary, hot air balloon festivals, air fairs, pro rodeos and Colorado's only NASCAR sanctioned race track. Larimer County is the sixth largest county in Colorado based on population and encompasses 2,640 square miles that include some of the best irrigated farmland in the state, as well as immense stretches of scenic ranch lands, forests and high mountain peaks. Larimer County provides a multitude of recreational opportunities including kayaking, boating, fishing, hunting, hiking, mountain biking, rock-climbing, camping and skiing that are enjoyed by both residents and visitors alike. The County is also home to the Roosevelt National Forest and Rocky Mountain National Park.

THE ORGANIZATION

Front Range Fire Rescue is a quasi-municipal corporation organized and operated according to provisions outlined in the Colorado Special District Act and was formed in 1952.

The District was established to provide fire protection services for the Town of Johnstown, Colorado and the surrounding areas under the name of Johnstown Fire Protection. The District recently consolidated with former Milliken Fire Protection District to form the current Front Range Fire Rescue.

Serving a population of over 22,000 situated in a 74-square mile service area, Front Range Fire Rescue continues to evolve to deliver the highest level of service possible to its citizens. Governed by a five-member Board elected by the residents, the District currently operates 3 Fire Stations in the towns of Johnstown, Milliken, and unincorporated Weld County. The Johnstown and Milliken stations are fully staffed 24/7. The full-time administrative staff is made up of one Director of Administrative Services, two Deputy Chiefs (Operations and Life Safety), and the Fire Chief. The District has a total of 28 full-time employees and 2 part-time employees, operating on a 2019 budget of \$4,332,896. Currently the District has 13 reserve firefighters and 5 Board members, all of whom receive a stipend.

Services provided by the District include protecting the lives and economic well-being of the people from the effects of fires, accidents, and related emergencies, provide emergency medical care to the victims of accident or sudden illness, and enforcing the applicable fire code to reduce life and property loss risk. The District also is able to effectively rescue persons trapped by fire and extinguish fires that do occur; rescuing persons trapped by a vehicle crash, cave-in, building collapse, and machinery entanglement or trapped in confined spaces or at high angles; controlling emergencies caused by the accidental release of hazardous materials; responding to natural or technological disasters as part of a coordinated public safety effort; and mitigating emergencies before they occur utilizing a fire prevention program. In 2018, FRFR responded to roughly 2500 calls for service.



THE POSITION

Reporting directly to the Board of Directors, the Fire Chief budgets, plans, coordinates, and implements all District programs, activities, and policies established by the Board of Directors. The Fire Chief is also responsible for coordinating the operations of the District with other local, regional, and state fire protection agencies and with other governmental agencies and may function as a Command Officer at emergency scenes.

Other Main Responsibilities Include:

- Oversee the operation of all matters pertaining to the District. Ensure that the vision of reducing and eliminating risk for the patrons is achieved at the highest level possible with the funding available.
- Provide effective leadership for all personnel necessary to carry out the business and mission of the District.
- Oversee the District's personnel including hiring, promotions, appraisals, and discipline.
- Oversee the development and administration of the Strategic Plan, Standards of Cover, and Code Enforcement for the District.
- Oversee the development and administration of the District Budget; including serving as the Budget Officer.
- Communicate effectively with District Personnel, Board of Directors, Budget Committee, Civil Service, Labor Officials, and the Community.
- Ensure effective maintenance of all facilities and equipment owned or managed by the District.
- Cultivate relationships with local, state, and regional partners and stakeholders.
- Respond to critical emergencies with the capability of supporting or assuming Command.
- Provides oversight and direction for the ALS transport agreement with University of Colorado Health/Poudre Valley Hospital.

OPPORTUNITIES & CHALLENGES

Staff/Community Relationships

Front Range Fire Rescue is currently functioning well, with skilled and enthusiastic staff throughout all levels of the organization. The new Chief needs to recognize the competence of the staff and continue to let these people shine. There is no need to micromanage or initiate sweeping changes. A culture of caring relationships has been established both internally and externally; the new Chief will be expected to be the leader in continuing this value. It will be imperative for them to recognize that this is based on maintaining an environment that values transparency, collaboration, communication, mutual trust and confidence. An outgoing personality and the ability to foster relationships, both within and outside of the organization, will be key to their success in these areas. Maintaining and building upon the relationships with the towns will require political acumen and sensitivity.

Finance

Front Range Fire Rescue is financed primarily by voter approved property taxes for both residential and commercial properties. The new Fire Chief will need to be knowledgeable of these funding mechanisms as they relate to Colorado law and continue to market the value of the fire/EMS service to the community. A conservative approach to finances has been a priority as evidenced by a healthy operating reserve. Balancing this philosophy with the needs to meet current levels of service while also preparing for increased demands and capital expenditures will need to be a priority.



Growth

Front Range Fire Rescue is facing the growth that is occurring in this region of northern Colorado. The Fire Chief will need to be skilled in forecasting the needs for fire and EMS services as a result of this. Strategic planning and financial management will be key to these efforts, as the new Fire Chief will act on behalf of the Board.

Strategic Plan

The Board will be approving a strategic plan within the next few months. This effort is seen as the first step towards possible CPSE accreditation in the future. The new Fire Chief will be tasked with leading the District in the implementation of this plan. Experience in strategic planning and management, as well as an understanding of accreditation, will be necessary for their success.

Staff Development

Front Range Fire Rescue is a relatively young organization both as it relates to age and service experience. 70% of the staff have either been hired or promoted within the last 2 years. The new Chief will need to recognize the affect this has on day to day operations. Mentoring with achievable goals and objectives, and tolerance (a manageable workload) will be key attributes that the Fire Chief will need to possess to be an effective leader within the department.

IDEAL CANDIDATE

Education and Experience:

A bachelor's degree in fire administration, public administration, or other closely related field, and a minimum of fifteen (15) years full-time experience with a paid or combined paid/volunteer fire department is required. Candidates must also have at least eight (8) years supervisory and administrative experience in a managerial and command position of Battalion Chief or higher that demonstrates the required knowledge, abilities, behaviors, and traits to perform the essential functions. IAFC Fire Officer II or higher and a valid driver's license are required.

A master's degree in leadership, management, business administration or a related field, and completion of the National Fire Academy Executive Fire Officer program, or other certificated managerial training programs, Blue Card Command Certification, and Chief Fire Officer Designation are preferred.

Necessary Knowledge, Skills and Abilities:

- Proven experience in interagency coordination with structural and wildland protection agencies.
- Proven experience working with districts, cities, counties and other governmental agencies.
- Excellent executive leadership skills and a comprehensive knowledge of all facets of the fire service and EMS.
- Experience as a Chief Officer in a similar sized, or larger, fire department with a history of progressive and proactive program development.
- Experience working for a Board of Commissioners to build achievable goals that will take the Fire Department to the next level of service.
- Experience working with partner agencies, towns and fire departments, to achieve efficiency and effectiveness in areas of mutual interest.
- Political acumen and sensitivity to be effective within a broad range of interests.
- Candidates must understand their role as the Chief Executive Officer and balance their position as an 'employee' of the Board with that of being the 'head coach' for the staff and the 'advocate/liaison' to the community.
- The Chief will be able to draw upon his/her career experiences in leading and implementing strategic planning processes and will interact effectively with the participating partners to help refine the vision for the future of fire and EMS services in the region.
- A respected emergency-services professional who will bring a strong financial acumen and solid experience in budgeting and long-range financial planning.
- Has a track record of fiscal responsibility, experience with financial statements and budgets, and is a strong financial manager with the experience to understand the business side of the fire services not only in budgeting and cost recovery, but the true cost of providing services.

- Exceptional written and oral communication skills which will be used to clearly communicate the policies and procedures established by the Board to department staff and citizens in a clear and concise manner.
- Must possess strong leadership skills in guiding and mentoring staff.
- The ideal candidate will lead by example setting the standard for all department members and must have a strong and confident presence, be a good listener, be accessible, and understand the importance of maintaining close and consistent communication with staff.
- A track record for delivering results, building accountability for staff, and creating a positive working environment characterized by teamwork and innovation.
- Skilled in strategic thinking and planning with the ability to communicate to all stakeholders.
- Willing and able to lead the department with passion and inspiration.

COMPENSATION & BENEFITS

- **\$120,000 - \$150,000 DOQ**
- Medical, Dental & Vision Insurance
- Life and AD&D Insurance
- Fire Police Pension Association of Colorado Retirement.
- 6 Paid Holidays
- Generous Paid Vacation & Sick Leave
- Personal Leave
- 457 Deferred Compensation
- District Cell Phone
- District Car Provided
- District Uniform Provided

Please visit:**www.fronrangefirerescue.co**

Front Range Fire Rescue is an Equal Opportunity Employer. All qualified candidates are strongly encouraged to apply by **March 31, 2019** (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 "submit your application" and follow the directions provided. Resumes, cover letters and supplemental questions can be uploaded once you have logged in.

**www.prothman.com**

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