

PIONEER FIRE PROTECTION DISTRICT

FIRE CHIEF-EMT RECRUITMENT

Pioneer Fire Protection District is currently recruiting for the position of Fire Chief. Start date of January 1, 2022.

The Pioneer Fire Protection District (PFPD) is located in prime wine country with over 30 wineries. Wineries, tourism and recreational activities are its major commerce. The district encompasses 296 square miles in El Dorado County, California with an approximate population of 7900. Included are communities of Fairplay, Omo Ranch, Mt. Aukum, Somerset, Grizzly Flats, Happy Valley, Sandridge and Outingdale. Currently we have six career firefighters, shift/volunteers, EMS and Wildland Quick Response Volunteer Teams (QRT), FFRP Stipend, PT Fire Marshal, Admin Assistant, a residential BC and two seasonal FF. PFPD is an All-Hazards combination Fire District

Position Summary: “Innovative, Dynamic and Visionary Leader” is who we want.

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. 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 fire, EMS, emergency management, and all hazard’s 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 is critical. Creativity and the ability to guide and balance change is a must. Strong budget skills supported by conservative fiscal management. Experience with managing both career and paid-on-call personnel

Required Credentials:

Successful candidates should possess the core course requirements towards a bachelor’s degree in Fire Science or related field, Minimum of ten (10) years of progressively responsible experience in the fire and rescue service, including at least five (5) years at the Shift Commander or higher; with substantial management, financial, administration and operational responsibilities is required.

California Fire Officer or NFPA Fire Officer I (or equivalent), Within six months of hire, the selected candidate must reside within ten (10) minutes of the District’s jurisdictional boundary (preferred to live within district). Candidates must also possess and maintain N.I.M.S. certification (100, 200, 300, 400, 700, 800), possess and maintain CA EMT/NREMT CPR health care certification, possess California Instructor-I or NFPA Fire Instructor-I, California Driver’s License with minimum of Class C endorsement within 30 days of hire, NFPA or California Hazardous Materials Operations, California FF-I/II or NFPA FF-I/II, S130 and 190 (30 days after date of hire).

The process:

Applications, resumes, cover letter and written response to supplemental questions first review will be on October 1, 2021. Selected candidates will be invited to participate in the selection process. Complete background investigation, including criminal and driving record, will be conducted on selected candidate prior to confirmation of job offer

**Applications
Opens August
15th, 2021**

**Application online at
pioneerfire.org or
email:
admin@pioneerfire.org**

**Candidates should
apply by October 1, 2021
with completed district
application, resume,
cover letter, related
certificates and
supplemental questions**

**Yearly Salary & benefits
FIRE Chief \$88,000.00
Negotiable DOQ
PT: Vacation, Sick & Mgt.
Leave \$1400.00 month
towards Medical, Dental,
Vision 457 retirement
plan**

**MAIL APPLICATION TO
PFPD PO BOX 128
SOMERSET, CA 95684
OR EMAIL TO:
[ADMIN@PIONEERFIRE.
ORG](mailto:ADMIN@PIONEERFIRE.ORG)**

**Information
530 620-4444
Pioneerfire.org**

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Other additional qualification include:

Experience developing and implementing budgets, experience with complex technical and sensitive work environments and knowledge of computerized administrative functions are also ideal. Experience and success in grant programs, grant writing and grant administration with both local and federal programs (i.e. SAFER, FEMA, ASG) and experience with negotiations and relationships with labor groups.

- The ability to build a sense of teamwork and family, see diversity as a strength within the organization, and build a roadmap to developing trust within the agency. The Fire Chief must excel in their delegation abilities, encourage staff to seek higher education/professional growth and take the time to recognize significant accomplishments within the agency
- A proven record of collaboration when it comes to the day-to-day operations of the district. This includes developing apparatus specifications, standard operating procedures and policies that reflect changing times; ie. COVID. It is important that policies are applied equally to all members of the district.
- A desire and comfortability participating in the local community, foster relationships with community, civic partners and the local ambulance service (JPA).
- The District is looking for a leader who can communicate internally and externally with all stakeholders. Demonstrate clear and concise communication with all personnel and a willingness to prioritize developing trust and transparency amongst the members, labor leadership, and the Board of Directors is a must.
- The new Fire Chief will see value in getting to know the organization and not simply making changes for changes sake. The ideal candidate will take the time to get to know its members, agency culture, and history, embracing the same by developing a shared vision amongst the District membership, transparently sharing information, and maintaining confidence when required
- The ability to make a quick decision when needed and there is time to work through an issue. A strong emphasis is placed on deciding and moving forward without over analyzing.
- The ability to be an advocate for the members, the District, and the Board of Directors; doing so in a way that prioritizes support to the internal stakeholders, while at the same time balancing the needs of the citizens served by Pioneer Fire Protection District.
- Experience in budgeting, grant processes and developing a strategic plan to address the fiscal and physical needs of the district. The ideal candidate will see innovation as a tenet to excellence and embrace the same even when an innovative effort may not go as planned.

The Ideal Candidate:

The successful candidate will provide innovation and bring fresh ideas to the organization and offer unique perspectives and experiences.

Energy: Provide enthusiasm and focused energy to all projects and a passion for service to the community.

Motivation: Be one who is highly motivated and can develop and articulate a long-term plan for the fire district with the charisma to lead the team to an even higher level of excellence. Be a highly motivated, visionary, goal-oriented leader with a proven ability to gain cooperation and communicate clear direction.

Versatility: Play an important role in coordinating, facilitating, and managing projects that require involvement across multiple service areas with a strong desire to work in a collegial, team-oriented environment.

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Leadership: Be dedicated to becoming an effective servant leader and building collaborative and positive relationships with other staff members and outside organizations in the region. Have an open, trustworthy, friendly personality and communication style and a calm demeanor; be one who can establish trust quickly with others along with a strong sense of humor. Have thorough knowledge of the principles of personnel management including recruiting, training, promoting, disciplining, and terminating employees within a fire service context and more.

Growth of the Community

There is moderate growth in the community, primarily in the Core and East of the District. The District will have to continue to plan for the increases in service. The next Chief will need to have the ability to sustain growth within the budget through forecasting and planning.

Succession/Mentoring

Developing succession planning for all levels of the organization by establishing programs/plans for continued internal growth and development will be a priority for the incoming Fire Chief.

Collaboration

The Fire Chief has the opportunity to embrace collaboration internally and externally, including IAFF local 4586 and members of all ranks, volunteers, Pioneer Volunteer Firefighter Association, Fire Safe Councils and with our JOAs and JPA. Members of the organization are eager to be engaged and excited for opportunities to build, develop, and enhance programs.

Capital

That District's stations are in decent shape, with each station being used as either on call station or staffed station. Some have received minor renovation, however the District knows that future stations may be needed, as well as a training facility. An apparatus replacement plan will need to be revisited and is being developed and Capital funds are available.

Fire Chief Supplemental Questions: In addition to a cover letter and resume, all candidates must submit typed responses to the questions below by attaching them to their application. Answers should be single spaced with margins no less than one inch. There is no minimum requirement for answers, but no answer should exceed one 8.5 X 11 inch page. Please include your name and the question at the top of each page. The responses to these questions will be reviewed and evaluated prior to the next step in the selection process.

1. Please describe your experience collaborating with multiple internal and external stakeholders and what techniques you use to do so.
2. Please give two examples each that demonstrate your managerial experience working with labor unions and volunteers. Please describe your communication approach and style and provide an example of a difficult issue you have worked through.
3. Please give your personal definition of equity and inclusion. Given your understanding of our community, the organization and this position, how do you plan to ensure that community equity and access to services are built into the district and response area?