Fire Chief Recruitment

Fire Chief is responsible for direction and management of the Fire/Emergency Management Services Department including administrative duties, training, equipment and facility coordination, fire prevention and safety, planning and firefighting activities, Advanced Life Support response and transport, fire code inspections and compliance. Chief leads the department and applies and upholds city and department policies and department standard operating guidelines.

The Department is known as a “combination department” with both full and part-time personnel with an authorized strength of 21 full-time and 18 part time staff. Part-time personnel are assigned to both call out status and shift status. The department responds to over 3000 Fire and EMS incidents annually. Annually an average of 80% of the responses are EMS based. The current ISO rating is 2. The department has a 2020 operating budget of $2.8 Million.

The Community

The City of Excelsior Springs, Missouri is a picturesque community with an estimated population of 11,646, located 30 miles northeast of downtown Kansas City.

Leadership Opportunities

Department review. The City completed a third party organizational review of the Department in 2018. The Chief will assess the structure, staffing and policies of the department and create department culture of service, accountability and teamwork.

Firefighter recruitment and retention. Chief will recommend strategies that help the department attract firefighters and improve retention through employee involvement in department activities and training.

Training and development. Chief will develop and implement a training program for all department personnel and maintain documentation of employee participation.

Fire inspections. Chief will establish a commercial fire inspection program focused on achieving compliance with fire codes. In addition, the Chief will also participate in development plan reviews.

Partnerships. Chief will establish effective working relationships with area public safety agencies.

Desired Capabilities
Brings a progressive approach to fire and emergency management services focused on actions that are in the best interests of the community.

- Builds credibility and gains respect within the department by leading by example.
- Engages and involves department staff through teamwork and collaboration.
- Approachable, relates to and genuinely cares about the safety and well-being of all fire department staff.
- Sets clear expectations for department staff, coaches, and mentors and develops staff.
- Manages fairly and impartially, recognizes and directs individual strengths to benefit the department team and the community.
- Demonstrates excellent administrative, planning and organizational skills, adept at creating and implementing short-and long-range plans.

Qualifications and Experiences

The position requires an associate degrees in fire services or a related field, bachelor's degree desired and 8 years of progressive experience in the fire services, including four years in a command position. Equivalent education and experience will be considered. Certification in emergency management and experience in managing critical incidents is required. Qualified candidates must demonstrate leadership experience and effective managerial, communication and interpersonal skills. Prior experience in a combination department is a plus.

Compensation and Benefits

The starting salary range for the Fire Chief Position is $62,000 to $82,000. The City offers a competitive benefits including health, vision and dental insurance options, life insurance, short/long term disability coverage, with holiday, vacation and sick leave. The city participates in the LAGERS Local Government retirement plan. Residency within 10 minutes of fire station is preferred.

Application and Selection Process

Qualified candidates please submit your cover letter and resume online by visiting our website at: www.cityofesmo.com The position is open until filled, first review of resumes occurs on July 31, 2020. Following this date, applications will be screened against criteria outlined in this brochure. For more information, contact Shannon Stroud, HR Manager at sstroud@excelsiorsprings.gov or by calling 816-630-0752. The city of Excelsior Springs is an EQUAL OPPORTUNITY EMPLOYER and values diversity at all levels of its workforce. For more information about the city please visit www.cityofesmo.com.