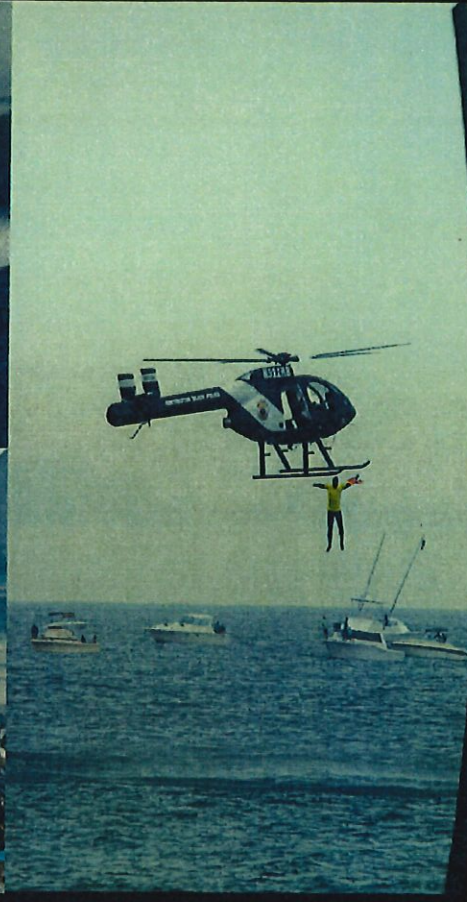




CITY OF HUNTINGTON BEACH

*invites your interest
in the position of*

FIRE CHIEF



Recruitment Services Provided by
Ralph Andersen & Associates

The Ideal Candidate

The successful candidate for the position of Fire Chief will be a professional who understands the importance that humility plays in the provision of effective leadership, and someone with a deep and granular understanding of all facets of a premier fire department.

The successful individual will absolutely and authentically:

- ❖ Be willing to put the needs of the team ahead of any personal desires or ambitions.
- ❖ Have a high level of emotional intelligence and a genuine love and passion for people.
- ❖ Demonstrate a desire to engage in the truly hard work needed for an agency to be premier.

Other key traits for our ideal Fire Chief include:

- ❖ **A relationship building connector** with the ability to quickly forge strong, trusting relationships with diverse sets of people and readily inspires others to action.
- ❖ **Leadership through consensus**, who is an approachable consensus-builder, but is also capable of independent and decisive thought and action.
- ❖ **A keen sense of ethics** recognizing the importance of personal and organizational integrity, and someone comfortable raising and discussing ethical issues with the goal of "doing what is right," not "being right."
- ❖ **Community oriented** with the ability to see the strengths, assets, and potential within a community and operates with a profound respect for understanding the aspirations and needs of the people in Huntington Beach.
- ❖ **Innovative and flexible**, with the ability to see beyond what currently exists and is constant in their pursuit of realistic game-changing breakthroughs for the Huntington Beach organization.
- ❖ **Obsessive about outcomes** and makes data-driven decisions and stays laser-focused on truly audacious goals while balancing the day-to-day needs of the organization.
- ❖ **A strategic problem-solver** with the ability to break large problems into smaller, manageable pieces, and works toward identifying trends and prioritizes solving the root cause of issues.

❖ **An Intellectual curiosity** and excellent listener, with the ability to apply strong critical thinking skills and business judgement to complex issues.

❖ **Self-driven** with superior written, organizational, and project management skills and follows-through on all facets of work.

❖ **A polished and professional demeanor** taking great pride in representing the Huntington Beach community and will serve as an ambassador for the City.

❖ **A sense of humor** and the ability to understand that even the best laid plans can go wrong, possessing the self-confidence to course-correct with humor and grace.

Challenges and Opportunities

The new Fire Chief will be expected to address a number of opportunities and challenges that will require inspired leadership, diplomacy, and creative problem-solving including:

- ❖ Development and implementation of a revised strategic plan that will successfully guide the Department into the future.
- ❖ Develop and implement improved programs to recruit, train, and retain qualified women and minorities.
- ❖ Develop and implement succession planning throughout the Department.
- ❖ Support health and wellness initiatives and ensure the utmost safety for all staff of the Department.
- ❖ Review the current emergency deployment model with a focus on enhancing the standards of coverage.
- ❖ Ensure adherence to the mission of enhancing public safety and meeting the evolving needs of the community.

Education and Experience

A Bachelor's degree with major coursework in public administration, business administration, or a related field is required. An advanced degree is a plus. State certification as a Chief Fire Officer and/or completion of the Executive Program at the National Fire Academy are also highly desirable.

Exceptional Opportunity

The City of Huntington Beach invites applications for an experienced, forward thinking, and innovative leader to serve as its next Fire Chief. Of primary importance, the City seeks a municipal executive who embraces an authentic leadership style grounded in humility, and who values the critical importance that people play in building a successful organization. The successful candidate will have a deep commitment to service and demonstrated accomplishments to provide exceptional leadership and support to an outstanding Fire Department. This highly ethical leader will collaboratively engage the workforce and community to develop and implement a strategic vision that will not only chart the course for the future of Huntington Beach but will continue to provide the high level of professional public safety services it has come to enjoy on a daily basis.

The City of Huntington Beach

Located on the seaside coast of Orange County, California, the prestigious City of Huntington Beach encompasses 28 miles and has a population of approximately 200,000. With its near perfect year-round climate, it serves as a desirable destination for visitor's year-round. The average number of visitors each year is approximately 16 million. With a reputation as a well-run city, this beach community possesses many amenities that provide a first-rate quality of life for its residents and visitors. Huntington Beach is well-known for its 8.5 mile stretch of beautiful sandy beach, mild climate, exquisite surfing (hence the City's nickname "Surf City"), Southern California beach culture, and active outdoor lifestyle. Each day you will find residents and visitors enjoying outdoor recreational activities like jogging, bike riding, rollerblading, or simply admiring the vistas while taking a leisurely stroll along the beach pathways or pier. Nearby, you will find world class amusement parks such as Disneyland and Knott's Berry Farm. The City also boasts a popular downtown district which includes an active art center, colorful shopping, restaurants, and pubs.

Huntington Beach is well-known for its many special events held throughout the year. They include such festivities as the U.S. Open of Surfing, the AVP Beach Volleyball tour, the City's infamous Fourth of July Parade, the Great Pacific Airshow featuring the Snowbirds, the annual Cruise of Lights Boat Tour, the Kite Festival, and multiple car shows, and each attract thousands of visitors each year.

City Government

The City of Huntington Beach is a Charter City operating under a Council-Manager form of government. Policymaking and legislative authority is vested in the City Council, consisting of a Mayor and seven Council Members. Members of the City Council are elected to a four-year term, with the Mayor's position rotated annually.

The Organization

The Fire Department has a rich history that dates back to 1909. Today the Department is a highly regarded Class 1 ISO rated organization that serves as an all-risk emergency response department. Organized into four divisions, Huntington Beach Fire Department provides comprehensive protective services that include Fire Operations, Hazardous Materials, Emergency Medical Services, Ambulance Transport, Marine Operations, Fire Prevention, Emergency Management, and Administration.

The Department operates out of eight strategically located stations throughout the City. The fiscal year 2019/20 operating budget is \$50,352,739 million, that supports a total workforce of 198 personnel. Currently there are 131 sworn firefighters, 14 sworn marine safety personnel, 30 EMT-1 ambulance operators, and 23 non-sworn professional support staff members. Huntington Beach Fire is a member of Metro Net, a seven-city Joint Powers Authority for fire and medical emergency communications as well as the Orange County-City Hazardous Materials Emergency Response Authority. Huntington Beach Fire Department takes great pride in the comprehensive service it provides to the community and is committed to continuously searching for cost effective ways to improve and expand service to its customers.

The Position

The Fire Chief is an at-will appointment and serves at the pleasure of the City Manager. The newly selected Fire Chief will assume command of an organization with a tradition of providing excellent, dedicated service. In addition to providing oversight and leadership for the day-to-day operational activities, he/she will serve as the top technical advisor on fire, disaster management, and EMS issues. The Chief is also responsible for establishing and maintaining a positive employee/labor relations climate, and for the proper and efficient use of both human and financial resources.

With a passion for public service and a proven track record of success, top candidates will have established an outstanding career in the fire service and a progressively responsible senior level career path with demonstrated accomplishments, including major incident command.

Compensation

The successful candidate will be offered a very competitive salary with an outstanding benefits package. The starting salary ranges from \$ 178,505.59 to \$ 221,124.80 annually. The starting salary extended to the top candidate will reflect the candidate's work experience and track record of career success.

Executive Benefits

The City offers an Executive Benefits package including CalPERS retirement (Classic Members, 3% @ 50 with 9% employee contribution; for PEPRA Members, 2.7% @ 57 employee contribution is 11.75%). Other benefits offered by the City include:

Health Insurance: CalPERS options for Medical, City options for Dental (Delta Dental), and Vision (VSP);

Vacation: General Leave – 176 hours years 1 through 4;

Management Leave: 80 hours annually;

Holidays: 10 days annually;

Life Insurance: \$50K;

Car Allowance: Car Allowance of \$500 per month or Use of Fire Department Vehicle;

Smart Phone Allowance: \$50.00 per month; and

Uniform Allowance: \$1250 annually, paid bi-weekly (non-PERSable).

The Selection Process

To be considered, candidates must submit a compelling cover letter, resume, and six professional references to apply@ralphandersen.com. Candidates are strongly encouraged to apply early in the process for optimal consideration. The closing date for this position is **Thursday, October 31, 2019**.

Ralph Andersen & Associates will conduct the initial evaluation of submitted materials to determine the best overall match with the established criteria as outlined in this recruitment profile. The selection process may also involve a supplemental questionnaire. Only a select group of highly qualified candidates will be invited to interview with two panels in late-November and interviews with the City Manager will take place shortly thereafter.

It is anticipated that the new Fire Chief will join the Department in early January 2020 or at a mutually agreeable date. Confidential inquiries are welcomed to Mr. P. Lamont Ewell at (916) 630-4900.

The Huntington Beach Fire Department is an Equal Opportunity Employer/Drug Free Workplace

