

Recruitment



COUNTY OF KINGS

County Fire Chief



Opportunity

Anticipated Starting Salary

\$9,500—\$13,500

Monthly

\$114,000—\$162,000

Annually

**Recruitment Closes at 5:00 PM
on August 19, 2016**

About the Position

The County of Kings is seeking a proven leader to lead and manage the County Fire Department. This executive level, at-will position reports directly to the Board of Supervisors. The County Fire Chief is principally responsible for planning, organizing, administering, and evaluating the Fire Department.

The County Fire Chief is responsible for leading, managing, and administering all County Fire Department operations, functions and personnel; oversee departmental budget, grant activities, guideline adherence, and purchases. The County Fire Chief is expected to model a strong work ethic and leadership skills. The County is seeking a leader who is confident, informed, assertive and ethically sound who can provide a vision for the Fire Department, be a strong team builder, and provide exceptional public service and support to the County of Kings.

About the Department

The County Fire Chief manages a full service Fire Department consisting of the following divisions: administration, fire suppression, and emergency medical response/transportation, fire prevention/arson, Radio Communications, and the Office of Emergency Management (OEM) which serves the Kings County Operational Area.

The Department provides service from 11 fire stations including headquarters and covers 1,391 square miles serving a population of 150,373. The Fire Department serves the rural areas of Kings County and provides contracted services to the Cities of Avenal and Corcoran. The agency responded to approximately 5,056 incidents in the 2015 calendar year. Responding to structure, vehicle, wildland, and grass fires; medical aids, traffic accidents, hazardous materials, various public assistance calls, and also active participation in strike team response, providing fire suppression personnel and equipment throughout the fire season to local, state, and federal requests and needs.

The Fire Department has 72 allocated positions with an operating budget of approximately \$11.6 Million. The command structure includes a Fire Chief, Assistant Fire Chief, 5 Battalion Chiefs, 22 Fire Captains, 38 Fire Apparatus Engineers, Radio Communications Coordinator, Fire Equipment Supply Specialist, Emergency Services Coordinator, and approximately 20 volunteer firefighters.



Apply at:

www.countyofkings.com

Kings County

Human Resources

1400 West Lacey Blvd.

Hanford, CA 93230

Phone: (559) 852-2510

Fax: (559) 585-1036

Visit KCFD Page at:

[www.countyofkings.com/
departments/fire-department](http://www.countyofkings.com/departments/fire-department)

County Fire Chief



Example of Duties

- Plan, organize, administer and evaluate the activities of the fire department administration, organization, and operation in protection of life and property.
- Provide oversight and direction for the department's functions including selection, training, utilization, assignment, and disciplining personnel.
- Direct the activities of the Fire Department operations to maximize response and technique efficiencies, ensure maximum public service levels and utilization of available resources and equipment
- Manage and coordinate service contracts with cities, mutual aid, and communications
- Demonstrate advanced knowledge of modern techniques, principles of fire department administration including fire fighting and fire inspection, major fire hazards, and water supply characteristics and resources. Demonstrate comprehensive knowledge of fire apparatus and equipment maintenance.
- Prepare annual budget and maintain effective budgetary controls and direct preparation and submission of relevant grants and alternate funding sources. Apply principles of budget development and management, cost accounting and fund reimbursement.
- Make public presentations to and communicate effectively with the Board of Supervisors (BOS) , County Administration Office, the public, and other governmental agencies.
- Plan, direct, and administer the long term fire prevention and suppression program

The Ideal Candidate

The ideal candidate should possess the following attributes:

- High level of integrity and strong sense of ethics; exercise honesty in internal and external relationships
- Use an inclusive management style while preserving the chain-of-command
- Be an effective leader and decision maker with an orientation to achieving results; open to change and innovation; ability to work in a fast-paced environment
- Strong customer service ethic, responsive to organizational needs
- Strong analytical skills, seasoned judgment and a positive attitude
- Ability to build relationships and work in a team-oriented organization
- Strong and articulate written and oral communication skills
- Possess a proven track record of establishing high standards of professionalism and accountability
- Ability to work effectively with Administration and the Board of Supervisors, fellow Department Heads, as well as members of the management team, elected officials, and the public
- Deal with stressful situations and provide solutions to complex problems

OUR MISSION

THE KINGS COUNTY FIRE DEPARTMENT STRIVES TO PROMOTE, PRESERVE AND PROTECT THE PUBLIC SAFETY AND SECURITY OF ALL MEMBERS OF THE COMMUNITY UTILIZING EFFECTIVE FIRE PREVENTION TECHNIQUES AND BY PROVIDING QUALITY FIRE, RESCUE AND EMERGENCY MEDICAL SERVICES WITH COMPASSION AND A COMMITMENT TO EXCELLENCE



KINGS COUNTY FIRE DEPARTMENT

VETERAN'S PREFERENCE AVAILABLE
UPON REQUEST
Must submit the request form and
certified DD-214 prior to
the closing date



County Fire Chief

BENEFITS

This department head, at-will position receives the management level I benefits package, which includes:

Health, dental and vision coverage fully paid for employee and eligible dependents

CalPERS Retirement Plan

3% @ 55 for Classic Members

The County contracts with the Public Employee Retirement System (PERS) for this benefit and pays the employee contribution for members of the Board of Supervisors only. All management employees (including this position) pay the total Miscellaneous or Safety PERS employee contribution depending on their classification and status (Classic or "New Member") with PERS. More information can be obtained on <http://www.countyofkings.com/departments/human-resources/job-descriptions-compensation>

Term Life/Accident Insurance—\$50,000 policy provided

Sick Leave—10 to 12 days per year based on years of service with unlimited accrual

Vacation—12 to 20 days per year based on years of service

Management Leave—8 paid days annually of which a portion (48 hours) may be cashed out at employee's option

Holidays—11 scheduled paid holidays per year

Deferred Comp Plan—For every three dollars contributed by employee, County shall contribute one dollar for a maximum of \$2,500 per calendar year

QUALIFICATIONS

Education: A two (2) year degree (Associate of Arts or Associate of Science) from an accredited college or university in Fire Science, Fire Technology, Public Administration, Business Administration or closely related field

Desirable: A four year degree (BA or BS) from an accredited college or university in Fire Science, Fire Technology, Public Administration, or closely related field

Experience: Eight years of increasingly responsible experience in fire suppression and administration, including at least three years as a chief officer in a paid position of an organized fire department

License: Possession of an appropriate California driver's license issued by the State Department of Motor Vehicles

Certificate: Possession of a valid Chief Officer Certification issued by the California State Fire Marshal's Office

Special Requirements: Ability to work a flexible work schedule, and travel within and outside the County



About the Community

Located in the heart of California's rich San Joaquin Valley, Kings County is 200 miles from the greater Los Angeles area to the south and the San Francisco-Sacramento area to the north.

A network of interconnecting highways, as well as rail and air service, link Kings County to California's major metropolitan markets, and ultimately, to the Western States and Pacific Rim.

Kings County is truly one of California's hidden treasures, proud of its historic image and professional attitude toward growth. Kings County is a safe, family-orientated community. The historic restoration of the community and renovation highlight the efforts of the agricultural, agribusiness, industrial, and commercial sectors all working together to make and maintain historical sites in our community.

The County has a total operating budget of approximately \$310 million with 25 departments and 1470 allocated positions. The economy is a blend of agriculture and related industries as well as light manufacturing.

Located conveniently between California's central coast beaches and the recreation areas of the Sierra Nevada (Yosemite and Sequoia Parks), Kings County is a wonderful place to live and work. Visit www.countyofkings.com to learn more about our County.



Application and Selection

Interested candidates should submit an application, supplemental questionnaire, and a resume by **August 19, 2016** online at County of Kings Human Resources: <http://www.countyofkings.com/departments/human-resources/current-job-openings>.

Application materials and documents may be scanned and attached to your on-line application or submitted by fax (559) 585-1036, mail (postmarks not accepted), or in person. All application materials submitted will be evaluated and screened. Final candidates will be interviewed by the Kings County Board of Supervisors. Finalists will be expected to provide three professional references. A background investigation will be required for all final candidates. Job offers will be conditional upon passing a drug screening test as well as DOJ Live Scan fingerprinting.

*Kings County is a Equal Opportunity Employer. Women and minorities encouraged to apply.
If you believe you possess a disability that may require test accommodation, please contact the Human Resources Office at least 3 days prior to the examination date.*

Final Date to Apply: August 19, 2016 (5:00 PM)

Tentative Recruitment Process:

Week of August 29, 2016 — Oral Board Interview

**Week of September 12, 2016 — Board of Supervisors Interview
(Must appear in person)**