

August 27, 2010

# Aptos/La Selva Fire Protection District



Is now accepting applications  
for the position of:

## **FIRE CHIEF**

(Safety Position)

*Apply no later than  
September 30, 2010 at 2:00 PM*

### **The Position of Fire Chief:**

The Fire Chief of the Aptos/La Selva Fire District is a highly visible position within the Aptos and La Selva Beach communities as well as in the County of Santa Cruz. The Fire Chief must be a strong leader and actively involved in planning, organizing, and managing the emergency response system and the many programs the district offers including community emergency response teams (CERT), the surf rescue program, and aggressive fire prevention programs – especially in the wildland-urban interface. This is a salaried FLSA exempt management position with regular Monday through Friday work hours as well as some 24-hour emergency response coverage.

### **Required Qualifications:**

**Knowledge of:** Principals, practices, methods, and techniques of developing a team spirit and organizational communication. Managing and supervising modern emergency medical services, fire prevention, and fire suppression activities. Principles and practices of organization, administration, budgeting, and personnel management. Applicable laws, rules, regulations, ordinances and codes pertaining to fire protection, fire prevention and arson investigation.

**Ability To:** Make decisions, establish and maintain cooperative working relationships, communicate clearly and concisely both orally and in writing, select, supervise, train, and motivate subordinates. Within six months of appointment, establish legal residency no farther than 15 minutes from a district boundary.

**Minimum Experience:** Twelve (12) years of broad and extensive experience in all phases of emergency medical services, fire protection and support services work including at least five years in a responsible management capacity (Battalion Chief or above).

**Minimum Education:** A bachelor degree (BA/BS) from an accredited college with major course work in fire science, public or business administration, or a related field is preferred. The Board of Directors may consider significant advanced work experience and accomplishments as an offset to the degree requirement.

### **The Ideal Candidate:**

- Is sincere and personable and has an open communication style.
- Has strong ethics and leadership abilities and is able to work with employees, political leaders, and the community in a constructive, respected, and trusted manner.
- Is open to the public and can represent the most significant government entity in the community in a positive and professional manner.
- Can work with the labor groups in a respected and trusted manner.
- Will work to support the current management system and have the discipline to get things done.
- Has the ability to strategize and respond to the emergency challenge issues faced by the community.

### **Candidate Assessment:**

Applicants will be notified of the exact date, time, and nature of the assessment process.

### **The District:**

The Aptos/La Selva Fire Protection District encompasses 17 square miles. The District is predominantly residential and has about 22,000 residents that live in suburban areas. The District hosts three major tourist and visitor draws that bring in over 2 million visitors each year. These are: Seacliff State Park, with 1 to 1.5 million visitors per year, Manresa State Beach with 500,000 to 600,000 visitors per year and Nisene-Marks State Park with 175,000 to 250,000 visitors per year.

The District has three fire stations with 38 full-time employees. The District provides 24-hour a day responses to about 1800 calls per year. The District provides advanced life support services. Staffing consists of one Fire Chief, three Chief Officers, nine Captains, twelve Firefighter/Paramedics, nine Firefighters, a Business Manager, a Deputy Fire Marshal, and two Administrative Support Staff. The District is financially stable and has a viable long-range financial plan.

### **Compensation & Benefits:**

Compensation is negotiable from \$145,000 to \$160,000, depending upon qualifications. Benefits include 3% @ 55 CalPERS retirement (district pays the 9% employee contribution), and generous allowances for group medical, dental, vision, life insurance, and vacation, holiday, sick, executive leaves.

### **Application Process:**

Copies of the job description are available at [www.aptosfire.com](http://www.aptosfire.com). Please submit an application letter stating your interest and qualifications along with a resume to:

Fire Chief Recruitment  
Attn: Vincent Hurley, Board President  
6934 Soquel Drive  
Aptos, CA 95003

***Final filing is September 30<sup>th</sup> at 2:00 PM***