

Position Announcement

Winslow Township Fire District, NJ

Fire Director

The Winslow Township Fire District, New Jersey, is currently recruiting qualified applicants to fill the position of Fire Director. This position reports directly to the Township Board of Fire Commissioners.

Located just off the Atlantic City Expressway halfway between Atlantic City, New Jersey, and Philadelphia, Pennsylvania, Winslow Township allows quick access to the New Jersey shoreline as well as cultural and professional sporting events throughout the region. Winslow Township lies in the southeast corner of Camden County, which is part of the Philadelphia Metropolitan Area. Winslow Township is a primarily residential community with limited industrial and commercial centers. The township consists of approximately 60 square miles, and the 2000 Census estimated the township population was 34,611. The community contains a number of parks and recreational sites ideal for outdoor sports and leisure activities. The township has a strong foundation as a family-oriented, agricultural community focusing primarily on peach, apple, and blueberry crops.

The Winslow Township Fire Department is a combination department that consists of 17 uniformed career firefighters, 100 volunteer firefighters, and 4 civilian office staff. The Fire Director oversees the administrative, management, fire suppression, emergency medical assists (non-transport), fire prevention activities, training, and maintenance functions of the Department. The Department operates with a budget of slightly more than \$4 million. The Fire Director is ultimately responsible for the management of seven neighborhood fire stations and nearly 20 response units responding to an average of just over 1,300 incidents per year.

Qualifications for the successful applicant include:

Education: A minimum of a Bachelor's degree (Masters preferred) in fire science, fire service administration, public administration, management, business, public policy, or related field is required.

Experience:

- ✓ A minimum of 15 years of full-time, well rounded experience in the fire service .
- ✓ A minimum of five years of full-time progressive supervisory and command experience within a combination department that clearly demonstrates experience indicative of senior executive level management capability necessary for leading the Winslow Township Fire Department (the five years may be part of the 15 years noted above).
- ✓ Experience in developing and administering a budget and taking a proactive leadership role in funding.
- ✓ Experience in marketing and engaging a department in the community and meeting its needs.
- ✓ Experience in organizational development.
- ✓ Experience in recruiting, selecting, developing, recognizing, and retaining a diverse workforce.
- ✓ Experience in the development, management and delivery of support programs.

- ✓ Experience in personnel administration and effectively working with labor/management groups, including both career and volunteer member organizations.
- ✓ Experience in developing and implementing strategic plans.

Physical/Background: Must pass the Department's medical and psychological examinations and a thorough background investigation

Residence: Must be willing to reside within 20-minute response time to the District.

The applicant should have demonstrated experience, skills, and characteristics which include but are not limited to:

- ✓ High level of motivation and enthusiasm in leading a progressive fire district.
- ✓ High level of professionalism and work ethic; a proven decision-maker and visionary.
- ✓ Ability to build and maintain effective working and interpersonal relationships with the community, other public safety and political entities, subordinates, and superiors.
- ✓ Ability to create and maintain effective career and volunteer personnel relationships.
- ✓ Ability to provide effective leadership that builds trust and confidence.
- ✓ Ability to effectively communicate orally and in writing to a diverse audience.
- ✓ Ability to analyze strengths and weaknesses of personnel and programs and implement strategies to maintain the District's high level of providing services.
- ✓ Ability to effectively develop and implement short and long-range planning and goals.
- ✓ Demonstrated skills with maintaining and presenting all manner of data and reports.
- ✓ Ability to work effectively and establish relationships with the Board of Fire Commissioners and other internal and external professional, service, and social entities.
- ✓ Knowledge of and experience with personnel laws and procedures.
- ✓ Demonstrated computer skills and operational understanding of software programs.
- ✓ Demonstrated ability to respond to all manner of calls for service while balancing the administrative and management duties required of the position.
- ✓ Demonstrated high level of interaction and involvement within the community.

Driver's License: Possess or be able to obtain a New Jersey driver's license within 90 days of appointment.

Salary and Benefits: Salary range \$90,000 to \$115,000 plus a generous benefits package – starting salary commensurate with education and experience.

To obtain a recruitment package or additional information, contact: Emergency Services Consulting, International at 800-757-3724 or fax 503-570-0522.

For details and download of materials and application, go to: www.esci.us

Application Deadline: 4:00 PM PDT, July 2, 2009