



FIRE CHIEF

Pay range \$89,103-\$134,957
Final Application Date: June 30, 2019





The Duluth Fire Department provides emergency services to the City of Duluth is organized in three divisions; Administrative, Operations, and Life Safety. The divisions provide services from nine functional areas: Department Administration, Emergency Management and Preparedness, Fire Suppression and Rescue, Emergency Medical Services, Training, Fire Prevention, Arson and Fire Investigation, Housing and Rental Licensing and Inspection, and Nuisance Abatement. The Department is an all-career fire department that provides all-risk emergency services, including a very active Emergency Medical Services component; however, the City is served by an independent ambulance service.

The Position

The City of Duluth Fire Chief is a member of the City's executive team responsible for serving the public safety needs of a growing, diverse community.

The Fire Chief leads a modern, progressive, well-trained department of 142 fire fighters, inspectors and support staff. Over the last century, the City of Duluth Fire Department has expanded its services to meet the ever changing needs of the community, and has developed into a very proficient and well-respected agency in the region and in the State of Minnesota. With new challenges, the department continues to advance services that provide the protection our citizens have come to expect and deserve. Our dedication is to the citizens of our community and value our community partnerships that are vital to maintaining a safe and prospering City.

The Ideal Candidate

The ideal candidate is a courageous, credible, unifying leader who is deeply committed to the success of the City and is a strategic and innovative big-picture thinker. A history of working proactively and cooperatively with other internal and external departments, as well as industry partners, is expected.

Strengths in effective and impartial leadership with outstanding interpersonal skills, as well as a strong record of accomplishments, and history of collaborating with internal and external organizations are essential to the success of the Fire Chief.

The next Fire Chief will be well-versed in contemporary and professional practices in fire service and will be able to suggest and implement change that will benefit residents, visitors and business owners over the next several years and will bring an attractive balance of command level operations and administrative experience. Experience serving communities accustomed to world-class service expectations that attract high amounts of tourism is welcomed. A strong results orientation is a good fit for Duluth's evolving culture.

As a leader and mentor who is dedicated to excellence, the Fire Chief will have a track record of being a forward-thinking leader who believes in making the right ethical, value-based decisions for the benefit of the Department and the community it serves.

What we are looking for.

The Community

The city of Duluth is a major port city in Minnesota and serves as the county seat of Saint Louis County. Duluth has a population of 86,293 and is the fourth largest city in Minnesota. After years of building economic diversity, Duluth is growing into a robust regional economic, medical, aviation, higher education, outdoor recreation and arts center. Duluth has long been recognized as an innovative region that is supported by a wide variety of services and industries, including the largest, farthest inland freshwater port, the Port of Duluth-Superior.

With 100,000 acres of green space alongside the shores of Lake Superior, Duluth embraces its four seasons with pride. Our waterfront location makes Duluth a premier destination for recreation and entertainment, with miles of water, beach and trails for water skiing, boating, fishing, and other adventure activities. Voted Outside Magazine's Best Town in 2014, Duluth has world class hiking, cross-country skiing, and mountain biking trails, all within city limits.

The city also boasts a vibrant arts culture, home to art museums, theater, and numerous festivals throughout the year. It is the home of two colleges and a university whose local sports teams include nationally ranked and championship teams.

Compensation & Benefits

The annual salary for this position is \$89,103-\$134,957. The City of Duluth offers an excellent benefits program that includes, but is not limited to:

Work Schedule

Typical work schedule - 8:00 a.m. to 5:00 p.m. This leadership position will include evening and after-hours meetings.

Holidays — 12 fixed per year.

Vacation — 23 days of vacation per year.

Up to 2 weeks of vacation and sick leave and relocation assistance may be available for selected candidates.

Retirement

Minnesota Public Employees Retirement Association (PERA).

Deferred Compensation

A deferred compensation plan is available at the employee's option.

Health Benefits

The City pays a significant portion of the premium for medical/hospitalization, dental and prescription coverage for employees and dependents. Section 125 (Flexible Spending Account) — employees may participate on a pre-tax basis for daycare and medical expense reimbursement.

Life Insurance

Policy value of \$50,000.

**For a complete list of benefits offered,
please visit <http://duluthmn.gov/human-resources/employee-benefits/>.**

This position is Exempt from FLSA (Fair Labor and Standards Act),
does not qualify for overtime compensation.

What we offer.



Minimum Qualifications

Required education and work experience includes graduation from an accredited college or university with a four-year Bachelor's degree, or an advanced degree in Public Administration, Business Administration, etc., or approved related field, plus seven (7) years of demonstrated managerial, administrative, or supervisory experience in fire administration or related fields

Please visit www.duluthmn.gov/human-resources for additional duties and requirements.

Application & Selection Process

To be considered, please submit an online application through the City's website by June 30, 2019. Include a resume, cover letter, and proof of education.

A limited number of the best-qualified candidates — based on the information provided on the application and attachments — will be invited to participate in the selection process. Selection for this position may include a presentation and an oral board interview to establish top candidacy for the final selection.

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THE CITY OF DULUTH IS AN EQUAL OPPORTUNITY EMPLOYER.



www.duluthmn.gov