



CITY of BOISE

JOIN US

**BOISE FIRE DEPARTMENT
FIRE CHIEF**





Boise is no ordinary place!

Boise, the capital city of Idaho and largest metropolitan center between Portland and Salt Lake City, offers beauty and adventure both outdoors and within our thriving arts scene. You'll find public art around the city, the Boise Art Museum, Zoo Boise, historical museums and other cultural hotspots within a few blocks of one another. Nationally-renowned theater and performing arts companies also call Boise home.

Here, outdoor pursuits exist in perfect sync with city life. In minutes you can escape to float the river, ski, boat, hike, bike and more. Home to the famous blue turf of the Boise State Broncos, we also have minor league teams. So, come watch a game, a rodeo, or play on one of the city's many golf courses. For endless variety in one stop, try downtown Boise. Nearly every style of food and attitude is on display—from swank lounge menus to casual pub fare to ethnic cuisines. At night the downtown core becomes a full-on playground. With an active local and regional music scene, several clubs and venues feature live entertainment and host festivals.

MAKING BOISE THE
MOST LIVABLE CITY
IN THE COUNTRY

*through passionate and
dedicated people.*

OUR VALUES

*One City, One Team -
for the Greatest Good*

Citizen Experience with WOW

*There's Nothing We
Can't Do Better*



OUR ORGANIZATION

The City of Boise has a strong mayor-council form of government. The mayor works full-time, managing the city's day-to-day operations. The mayor chairs all meetings of the city council, voting only in the case of a tie. The six members of city council work part-time, holding budget and policy setting authority for the city. The mayor and city council members are elected at large by popular vote. City council members are elected to a specific council seat, but the seats are not determined geographically. City services are provided through the collaborative efforts of more than 1750 staff in fourteen departments.

BOISE FIRE DEPARTMENT

Our contribution to making Boise a city for everyone is to serve others, whether it is an emergency or a public education event while delivering the best possible customer service for everyone. Through innovative leadership, we set the standard of excellence for superior prevention and response. The department serves a population of nearly 250,000 residents which include the City of Boise, Garden City, Boise Airport and three contracted fire districts in the local service area. Emergency response services are delivered from 17 fire stations located throughout the city in a 130+ square mile response area.

Our mission at the Boise Fire Department is to empower our team members with a positive, engaging and professionally challenging environment, and provide them with the standards, infrastructure and training needed to provide superior customer service to our community. The department is made up of 7 command staff, 16 professional staff and 274 fire fighters. The chief and their command staff manage an annual budget of 59 million in FY2020.

The Boise Fire Department protects the lives and property of the community through a comprehensive fire and life-safety program. We are an all-hazards department, responding to a variety of emergencies including structure fires, medical emergencies, wildland fires, motor vehicle accidents, swift water rescue, hazardous material incidents, technical rescues and aircraft rescues. Our department is committed to collaborating with fire and emergency services agencies throughout Ada County to maximize the safety of residents and reduce property loss.

Core Services

- All Hazard Emergency Response
- Fire Mitigation / Prevention /Investigation
- Public Assistance & Education
- Emergency Preparedness



An Outstanding Opportunity

A national search is underway to attract highly-qualified candidates to apply for the Fire Chief position in Boise, Idaho. The City of Boise seeks a proven leader with top-notch communication skills, the utmost in ethical standards and a commitment to transparency who will thrive in our dynamic organization. The ideal candidate will be a reform-minded leader who conveys an effective command presence and has outstanding people and management skills. The next Fire Chief will have the opportunity to continuously improve an already high performing agency and contribute to our collective vision of a “City for Everyone.”





THE IDEAL CANDIDATE

In addition to the foundational qualities of trust and selfless service, the following are the desired traits and characteristics of the next Fire Chief:

- An effective listener and communicator who speaks truthfully, even when the message may not be well received
- Experience managing a complex, municipal all-hazards fire department including wildland, airport, hazardous materials, technical rescue and fire prevention and logistics
- A successful track record effecting positive change in a collective bargaining environment
- A strong leader with the curiosity to ask questions and a willingness to challenge the status quo
- Politically astute, without being politically active
- Ability to work collaboratively with various constituencies, teams, regional fire districts and agencies, and community stakeholders.
- A commitment to creating a diverse department, reflective of the community it serves
- Experience in emergency and special event management



CHALLENGES AND OPPORTUNITIES

The next Fire Chief will have a number of foreseeable challenges and opportunities to address including:

- Ensuring service delivery remains high with constrained resources as a result of the COVID-19 pandemic will require strong fiscal skills
- Gaining efficiencies in training and operations by improving systems and processes
- Discussions surrounding four-person engine companies and heavy involvement in conversations with city leadership, council, labor and the community
- A new mayor and new union leadership will allow existing relationships to be reshaped for the benefit of all, but primarily for the citizens of Boise
- Effective succession planning in the department's command ranks and the opportunity to appoint several key leadership positions due to recent retirements
- As the department evolves to a community risk reduction model, the new Fire Chief will need to analyze and implement improvements needed from the standard of cover report.

THE DETAILS

*Starting annual salary \$160-\$180k
plus benefits*

TOP TALENT DESERVES TOP NOTCH BENEFITS.

The City of Boise is among the best in the Treasure Valley when it comes to the benefits and perks we offer our employees.



Healthcare

- Zero premium Health, Dental, Vision benefits provided by the Boise Fire and Police Trust
- Pre-tax flex spending account



Wellbeing Program

- Alternative transportation incentives
- Free Boise GreenBike memberships
- Employee assistance program



Retirement

- PERSI retirement
- Post-employment health savings plan



Relocation and moving expenses



Paid Leave

- 14 hours vacation per month
- 8 hours sick leave per month
- 10 holidays every year
- 6 weeks paid parental leave



Other fringes and optional benefits

- Student loan forgiveness
- Free local bus pass
- AFLAC
- Corporate discount program



Life and LTD

- Paid life insurance and long-term disability plans

MINIMUM QUALIFICATIONS

EDUCATION: Bachelor's degree in public administration, business administration or a related field.

EXPERIENCE: Seven years of progressively responsible experience in fire service with a full service fire department and a minimum of five years of experience at the command officer level.

TO BE CONSIDERED

This recruitment will be handled with strict confidentiality. References will not be contacted until mutual interest has been established. This recruitment closes on Friday, July 31, 2020. To be considered candidates must submit a compelling cover letter and comprehensive resume to apply@ralphandersen.com. Review and evaluation of candidates will be conducted by Ralph Andersen & Associates upon receipt of completed materials.

RECRUITMENT TIMELINE:

Recruitment Closes:

Apply Immediately

City Reviews Applications:

Week of August 17, 2020

1st Round of Interviews:

Week of August 31, 2020

Finalist Interviews:

Week of September 14, 2020

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 evaluation and selection process may consist of a supplemental questionnaire and/or written exercise(s) to further evaluate relative experience and overall suitability for this position.

This recruitment incorporates existing rules and regulations that govern public sector recruitments in the state of Idaho. In accordance with public disclosure/open record laws, candidates determined to be finalists shall be publicly available. Interested candidates are encouraged to contact Chief Greg Nelson (ret.) at (916) 630-4900 for confidential inquiries.



BOISE



4 SEASONS
FOR ALL TYPES OF
RECREATION

CAPITAL CITY,
THE HEART OF
THE GEM STATE



232,000+
RESIDENTS



JULY HIGH TEMP OF **90°**
AND **234** SUNNY DAYS
on average



OVER **200** MILES OF
FOOTHILLS TRAILS
WITHIN MINUTES OF BOISE



JANUARY LOW TEMP OF **32°**
AND **11.7"** OF RAINFALL
on average

COMFORTABLE, SAFE
ENVIRONMENT FOR ALL

----- **18** *minute average* COMMUTE TIME -----

*Source: realestate.usnews.com and bls.gov

CITY OF BOISE HUMAN RESOURCES
208-972-8090 | CITYOFBOISE.ORG/HR



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