



# EXECUTIVE RECRUITMENT



**ALPHA**  
FIRE COMPANY

## **FIRE DIRECTOR**

REGIONAL FIRE PROTECTION PROGRAM

State College, Pennsylvania

<https://www.crcog.net/employment>

# Fire Director

The Centre Region Council of Governments, Regional Fire Protection Program, located in the heart of Central Pennsylvania, seeks an innovative, collaborative, dynamic, community-minded leader with fire, rescue, and HazMat management and administrative experience for the position of Fire Director/Chief of Department.



## Overview

The Regional Fire Protection Program is comprised of the Alpha Fire Company, a volunteer fire department; Career Program Staff; Fire Marshals, focused on fire investigation; the Centre Region HazMat Team, Centre Region Emergency Management, and the Fireman's Relief Association of State College. Lead by the Fire Director, these entities work together to provide fire, rescue, and related services to four of the six COG municipalities (College, Ferguson, Patton Townships and State College Borough), the Pennsylvania State University, and the southern portion of Benner Township. Formal agreements exist between and among the entities for purposes of service delivery and a Standard of Cover has been adopted by the COG Public Safety Committee. The program is well funded by the municipalities and the university.

The Regional Fire Protection Program receives guidance from the COG Public Safety Committee and the COG Executive Director. The Public Safety Committee is comprised of an elected official from each municipality. The Fire Director manages the program's day-to-day operations and serves as Chief of Department. The COG Executive Director is the immediate supervisor of the Fire Director.

Alpha Fire Company members and COG career staff are integrated as a single entity for the delivery of service. Currently seven career personnel and approximately 95 Alpha volunteers protect 104 square miles with an average population of 93,000. The department responds to approximately 1,200 incidents annually and operates from three fire stations and a service building. Service does not include treat and transport EMS.

Existing career positions include Fire Director/Chief of Department, three Assistant Chiefs, one Equipment Technician, an Office Manager, and an Administrative Assistant Chief/Emergency Management Coordinator who handles Emergency Management. In addition to the career positions, there are several part-time paid positions, most of which are filled by Alpha volunteers. These positions currently include janitorial staff, clerical support, one or two seasonal interns, and a Deputy Emergency Management Coordinator.



## The Position in Brief

The Fire Director is the designated Fire Official for the Centre Region Council of Governments fire services program. The Fire Director is a professional fire service manager who is the Agency Director of the Regional Fire Protection Program. The Fire Director is expected to be committed to the mission, vision, and values of the Centre Region Council of Governments and the Regional Fire Protection Program.

The Fire Director is subject to 24-hour on-call in the event of an emergency. This service may require irregular working hours, work at locations other than the official duty station, and may include duties other than those specified in the employee's official position description.

The Fire Director provides direct supervision to career and volunteer Chief Officers, the Fire Marshal and Assistant Fire Marshals, the Emergency Management Coordinator, and the Office Manager.

The Fire Director will be an advocate for the volunteer fire service and may support county and state efforts focused on the fire service.

The Fire Director reports to, and receives administrative direction from, the COG Executive Director. As an Agency Director of the COG, the appointment and dismissal of the Fire Director requires prior concurrence of the COG Executive Committee. Annual performance evaluations are provided by the COG Executive Director with input from career staff, volunteers, municipal managers, elected officials, and other Agency Directors.



## The Ideal Candidate

### Candidates must have:

- a Bachelor's Degree from an accredited institution in Fire Administration, Fire Science, or Public Administration, or a closely related field; (A Master's Degree is preferred.)
- a minimum ten years of fire service experience with at least five years as a Chief Officer;
- ICS 100, 200, 300; Fire II; and Fire Officer I;
- ability to pass a physical examination and background checks;
- ability to mentor, lead, and motivate staff and volunteers;
- excellent communication and interpersonal skills;
- demonstrated experience developing and managing budgets;
- a valid driver's license and insurability.



### The ideal candidate will be:

- a Pennsylvania State Fire Instructor (local or suppression);
- well-versed in the management and operation of a fire/rescue/HazMat service, strategic experience in modern fire service principles, technology, and best practices, and demonstrated confidence and strong decision-making skills;
- a steady, reasonable, and empathetic leader who can also be firm, empowering, and inspiring;
- a visible leader with a high-level of professionalism and the ability to build community and interact with a diverse combination department;
- experienced in financial management; able to balance service demands and priorities with sometimes limited resources while keeping a customer focus;
- able to gain respect and build effective relationships with volunteers, staff, elected officials, and stakeholders;
- dedicated to the fire service and eager to demonstrate a commitment to staff development at all levels of the agency through listening, mentoring, and advocating.

## Compensation and Benefits

The starting salary is \$87,752-\$118,466 with an excellent benefits package.

## How To Apply:

Candidates should apply by **September 19, 2022**, with cover letter, salary requirements, resume, answers to written interview questions, and contact information for three work-related references, to:

### Centre Region COG

**Attn:** Rebecca Petitt, Human Resources Officer  
2643 Gateway Drive, Suite #3  
State College, PA 16801

**Email:** [rpetitt@crcog.net](mailto:rpetitt@crcog.net)

**Phone:** 814-272-1447

Details, including the full job description, can be found at:  
<https://www.crcog.net/employment>





## About the Centre Region



The Centre Region offers abundant all-season recreational activities, historic communities, the advantages of a progressive metropolitan community and yet retains the charms of a small town. The region is home to The Pennsylvania State University and is one of the most rapidly growing communities in the Commonwealth. The region offers a blend of urban, suburban and rural character enjoying all the amenities offered by a major university.

Characterized by a centrally located urban core, the Centre Region is surrounded by a wide variety of land uses and development densities that help create an attractively built environment. Unlike many growing metropolitan areas that often see a loss of their original character, the Centre Region is fortunate to have many amenities similar to those found in more cosmopolitan areas while still possessing large expanses of agricultural and natural lands that help maintain the history and character of the region. In addition to the more urban form and development density found in the Borough of State College, small villages and towns are also found throughout the area.

### About the Centre Region *(continued)*

As a growing university community, the Centre Region offers unique local and fine dining restaurants, juried art festivals, Big-Ten sports, national touring groups and concerts, coffee shops and brew pubs, and theater attractions. In addition, there are close-by state parks and game lands, many mountain biking and hiking trails, and world-class trout fishing streams.

The region serves as a central transportation hub and hosts an expanding local airport and interstate highway linking to the northeastern United States and beyond. Internally, the region has the third largest transit system in Pennsylvania and is designated a Bronze Level Bicycling Friendly Community by the League of American Bicyclist.

The Centre Region is served by the State College Area School District that has earned a reputation for excellence and is characterized by a successful, diverse, engaged, high-performing student body that has a graduation rate of over 97%. Medical services are excellent and are available through several health care providers. At its core is the Mount Nittany Medical Center, an acute care facility offering medical, surgical, diagnostic and community services.

## Demographics and Accolades

**Median Age:** 25.2\*

**Median Home Value:** \$279,600

**Median Household**

**Income:** \$56,996\*

*\*NOTE: The PSU student population is reflected in these figures. Inclusion of the student population lowers the overall median age and household income data for the Centre Region.*

**#10 in Top 10 Best Cities for Entrepreneurs to Live and Launch**  
*(Entrepreneur Magazine)*

Ranked among **best places to live**  
by *Thrillist* and *CNN Money*

**#10 in Top 10 Mid-Atlantic Communities**

## Centre Region Council of Governments (COG)



The Centre Region Council of Governments (COG) is a voluntary association, established in 1969, of the State College Borough and the Townships of College, Ferguson, Halfmoon, Harris and Patton.

The COG's service area is about 150 square miles with a population of over 100,000 residents including 47,000 Penn State students.

Area residents are joined together economically, socially and geographically as one distinct community. The COG's overriding goal is to provide public services in an economical way that improves the quality of life and protects the safety of Centre Region residents. The COG provides Fire Protection, Emergency Management, Code Administration, Parks and Recreation, Library, Planning and Refuse and Recycling services for the region. The COG has a budget of approximately \$29 million and 90 full-time and 30 part-time staff with 300 seasonal and/or contract staff. Additionally, the COG provides Code Administration services to Bellefonte Borough and Refuse and Recycling services to Benner Township.

The COG is governed by a 32-member General Forum comprising elected officials from the member municipalities. Despite the size of the governing body, most votes are unanimous. The COG operates in a committee structure with each member municipality appointing one member to each committee. The committees make recommendations to the General Forum. The position of General Forum Chair rotates annually between member municipalities and one member from each municipality is appointed to the Executive Committee, which provides overall direction and guidance to the Executive Director.

Additional information about COG is available online at [crcog.net](http://crcog.net).

