

CITY OF SOMERSWORTH, NEW HAMPSHIRE (POPULATION 11,900)

FIRE CHIEF RECRUITMENT 2019

IDEAL CANDIDATE PROFILE & CHALLENGE STATEMENT



The City of Somersworth is offering an exceptional opportunity for an innovative and creative Fire Chief to join the City's management team and lead a dynamic and well-respected Department. The new Chief will contribute to the construction and operational sequencing of a new headquarters facility and have the positive challenge to shape the long-term future of fire rescue services within a highly desirable area of the Southern Seacoast of New Hampshire.

Community/Department Overview:

The City of Somersworth is located in the Seacoast area just 17 miles northwest of Portsmouth, New Hampshire and the Department covers an area of 9.8 square miles from a centrally located fire facility. The City is a prosperous and growing community with an expanding residential and commercial base.

The Somersworth Fire Department is an ISO Class 4 full-service fire/rescue department made up of a staff of 16 full-time personnel and 15 on-call personnel. The department operates from one fully staffed station. The department provides non transport first response EMS. There are a total of approximately 1,600 fire and EMS calls per year. The current annual operating budget of the Fire Department is 2 million. EMS is provided by a private contracted Ambulance/EMS service provider. The Fire Chief serves as the Emergency Management Director (EMD).

The new chief will have the opportunity to influence the development, supervise construction and lead the operational sequencing of a new headquarters facility.

Ideal candidate Knowledge, Skill, Ability and Professional development Overview:

The following describes the knowledge, skills, ability and professional development accomplishments of the Ideal Candidate. It is understood that any individual qualified candidate may not meet all of these criteria.

The **Ideal Candidate** will have or be:

An Associate's Degree in Fire Science, Public Administration or a related field from an accredited university or college, Bachelor's/Master's Degree highly preferred;

Seven years of progressively responsible suppression experience in a career fire service position including a minimum of which two years as a command officer in a comparable or larger organization.

Be enrolled in or a graduate of the Executive Fire Officer Program at the National Fire Academy;

Have several Pro Board certifications as a fire officer and fire instructor;

A history of successful collective bargaining experience, including working with unionized personnel and organizations;

Innovation, Imagination and Creativity;

Strong finance and analytical skills;

The ability to actively listen to other team members;

A strong sense of loyalty to the management team;

Strong public speaking, presentation, and marketing skills;

Desire to be active and visible within the community;

Demonstrated ability to organize, lead, and motivate people, and manage stressful situations;

Humility, integrity, and a strong public ethic;

A “Big Picture” orientation and the ability to create strategic long-range plans;

Personable with a sense of humor;

Demonstrated skills as a management team player and consensus builder;

Respect and appreciation for broad and diverse opinions and attitudes;

Able to engage, delegate and empower the officers of the department;

Able to actively engage with the personnel of the department at all levels;

A strong desire to create stability and remain in a leadership position for a time sufficient to create organizational stability and shepherd the new fire facility construction.

Ideal Candidate Profile:

- The ideal candidate will be a successful and innovative fire service leader from a progressive, well-managed organization of similar size and complexity. He /she will be experienced in all facets of the fire service with a demonstrated commitment to contemporary concepts of public safety and community engagement.

Somersworth Ideal Candidate Profile and Challenge Statement
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- The ideal candidate for the position of Fire Chief in the Somersworth Fire Department will be an engaged, creative and credible advocate and steward with the leadership ability and strength of character to rally the community and the fire department for the common good.
- He/she will have the ability to look at the needs of the fire department and consider the larger picture of the community as a whole.
- He/she will work as a partner with other Somersworth Department heads and collaborate on a wide variety of projects for the overall benefit of the community.
- Specifically, within the department, the Chief must foster teamwork and establish an effective rapport and cooperative relationship with local, state and federal officials while remaining nonpartisan and apolitical.
- The ideal candidate will hold himself/herself and others to the highest standards of integrity and accountability. Above all, the Fire Chief must establish and maintain a high level of credibility and trust throughout the department and the community, dealing with everyone, regardless of rank, with an even hand and a sense of fundamental fairness. The Chief must lead this initiative by maintaining a visible and active presence in the community and conducting her/himself, personally and professionally, in a manner that is highly ethical and above reproach.
- The Chief must have excellent written and oral communication skills and the ability to provide a clear and consistent vision of dedication and excellence in pursuit of public safety and service to the community. The Fire Chief must be able to communicate effectively in a manner that inspires, motivates, and encourages cooperation and collaboration in pursuit of public safety within the department and throughout the community and the region.
- One of the major challenges facing the new Fire Chief will be the completion of the new headquarters facility. The Chief must hit the ground running and be ready to dedicate a strong effort toward quality control and the completion and operational sequencing of this project.
- The individual selected for this position must be a creative and innovative “big picture” problem-solver who can work with others to identify and pursue ways to more efficiently and effectively organize, manage, and deliver core fire protection, rescue and EMS services. The ideal candidate will demonstrate a passion for excellence.

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- It will be necessary for the Chief to possess strong analytical skills with the ability to gather and organize data to facilitate meaningful analysis – interpret and present the “story in the data”, identify alternatives, and predict consequences.
- The Chief must also possess the leadership and organizational development skills needed to manage, groom, coach and empower fire department command and administrative staff to develop their full potential, while establishing an organization- wide effort to balance wants and needs in an environment of limited resources. To do so he/she will be able to effectively utilize the art of delegation to maximize the productivity of his /her own time and talents and to effectively harness the talents and expertise of the command and administrative staff of the department.
- It will be vitally important that the chief have the foresight, along with the leadership and communication skills, to help unify and guide the fire department successfully within the reality of fiscal resources with an eye toward preserving the quality of life that has come to be expected in Somersworth.
- To achieve success, the chief will need to develop and maintain positive, constructive labor/management relationships but at the same time be an agent of change and accountability.
- The chief must be capable of looking beyond the traditional fire service organizational and response models and identify and implement effective solutions that will improve service levels and agency productivity within the constraints of limited community resources.