

City of Gloucester, MA Fire Chief Ideal Candidate Profile

The ideal candidate will be a successful and innovative fire service professional and leader from a progressive, well-managed organization, noted for its success. He or she will be experienced in all facets of fire service with a demonstrated commitment to contemporary concepts of public safety and community engagement. The next Fire Chief will face many challenges, chief among them are those associated with negative external economic influences and the restrictions imposed by the Massachusetts civil service/collective bargaining environment. Consequently, it is essential that the Fire Chief possess the knowledge and skills to help guide the City through a period of constrained financial resources and economic pressures.

The City is seeking a Chief with strong transitional and adaptive leadership skills to embrace the challenge of leading the Gloucester Fire Department through paced change over the next decade. The Chief will serve as a key member of the City's senior management team and interact with other department heads and management staff on a regular basis. The ideal candidate will demonstrate a passion for excellence.

Candidates should have a history of progressive, proactive, and innovative program development, as well as a record of successful follow-through and implementation. Candidates will have a proven history of delivering results, building accountability for staff, providing a strong internal structure, and a successful history of working with career professionals. Candidates must demonstrate the ability to create a positive working environment characterized by teamwork and innovation with a strong record of accomplishment within a union environment. The next Fire Chief must also possess the leadership and organizational development skills needed to manage, groom, and coach 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 scarce resources.

He or she must embrace the community's expectation of safety at levels that require the fire department to consistently endeavor to engage all stakeholders, including, but not limited to schools, families, senior citizens, and businesses, in the planning and execution of fire, rescue and emergency medical services strategies that will ensure a safe, resilient environment with the highest possible quality of life for all who live and visit here.

The Chief should lead by example, demonstrate personal and professional integrity beyond reproach, and communicate a sense of vision backed by specific goals and objectives and a plan to achieve these goals. This individual must have exceptional written and oral presentation skills. The Chief must be committed to the community, endeavoring to build partnerships and collaborations with other department heads and external agencies.

In order to be successful the Fire Chief should have appreciation and respect for the traditions of the City and department while pursuing the standards and technology that will provide superior fire protection and emergency medical services to the community for years to come. Towards that end, the successful candidate should be experienced in developing and implementing training programs, supervisory and performance accountability systems, and



departmental policies, standard operating procedures and standard operating guidelines that are consistent with nationally recognized standards and best practices.

Key attributes of the Ideal Candidate:

- A results oriented approach
- Committed to be involved as a member of the community and serve the citizens of Gloucester
- Demonstrated consensus building skills
- Demonstrated ability to manage and motivate a team within a large physically decentralized agency
- Strong knowledge in advanced life support emergency medical services, hazardous materials response, and fire prevention activities
- Ability to work within a unionized environment to build effective labor relations
- Ability to delegate and utilize all levels of staff in appropriate decision making
- Strong public relations skills
- A commitment to technology and strong experience in the use and/or implementation of technology in relevant applications
- A history of successful collective bargaining experience
- The ability to invite and engage partners
- Strong public speaking, presentation, and promotional skills
- A style & philosophy that embraces racial, cultural, ethnic & gender diversity
- Demonstrated ability to organize, lead and motivate people
- Demonstrated skills as a consensus builder
- Respect and appreciation for broad and diverse opinions and attitudes

