

*City of Greeley, CO*

# Fire Chief



*1000 10th Street  
Greeley, Colorado 80631*



## About Greeley, CO

Incorporated in 1886, Greeley became a Home Rule City in 1958 with the Council-Manager form of government. The county seat of Weld County, Greeley lies 30 miles east of the front range of the majestic Rocky Mountains near the confluence of the Cache la Poudre and South Platte Rivers and 52 miles northeast of Denver.

**Education, Economy and Community Excellence.** Greeley thrives as the education, trade, transportation, cultural and marketing center of Weld County. It's one of the top ten most prosperous and most productive agricultural counties in the U.S. and the state of Colorado's most productive oil and gas operations. With an estimated population of 108,000, the City covers an area of 46.4 square miles at an elevation of 4,658 feet. Greeley is home to the University of Northern Colorado (UNC), the third largest university in Colorado and Aims Community College. In addition to investments in education, there is a true commitment to achieving community excellence through the development of economic opportunities, enhanced quality of life, cultivating community resources, talent and workforce development, enhanced transportation spending and the development of infrastructure to serve Greeley's future.

Greeley is home to a diverse mix of industries - from breweries to oil and gas, from unique shops to food processing, and from agricultural innovation to an incredible concentration of creative industries and individuals. The city attracts good corporate citizens with skilled-labor jobs that pay competitive salaries.

**Arts and Culture.** Greeley offers diverse arts, music and cultural events. This includes performances by the UNC's College of Performing and Visual Arts, Greeley Chorale and the Greeley Philharmonic Orchestra, and many more entertainers. Enjoy Greeley's Union Colony Civic Center hosting Broadway shows, art shows, movies, and performances. Greeley is also home to favorite community events such as the Greeley Stampede, Arts Picnic, Friday Fest, and so much more.

**Parks, Recreation and Mountain Access.** With a plethora of parks and facilities encompassing over 650 acres, the recreational amenities in Greeley are endless. There are golf courses, recreation centers, swimming pools, fields and courts for sports, skate parks, playgrounds, fishing ponds, picnic areas, and more. Experience more time outdoors on biking and hiking trails in the community. Beyond our City, Rocky Mountain National Park and many other pristine alpine environments are all less than 50 miles away.

## The Organization

A Home Rule Municipality that is self-governed under the State of Colorado Constitution, Greeley operates under a Council-Manager form of government with seven elected officials on the Council including the Mayor. Under this form of government, the City Council sets the policies for the operation of the Greeley government while the council-appointed City Manager has administrative responsibilities for city operations.

The City has a total 2020 budget of \$471.3 million and a staff of approximately 970 full-time equivalent positions.





## The Fire Department

The City of Greeley Fire Department is driven by the mission to create and maintain a safe and healthy community through relentless preparation and delivery of world class emergency services to the citizens and visitors to Greeley and the Western Hills Fire Protection District. Consisting of three divisions (Administration, Community Safety, and Operations), the Department responds to over 14,000 emergency calls from seven fire stations. The Department provides Advanced Life Support Service at the Paramedic level and partners with Banner Health to provide transport services.

The City's firefighters are involved in public education, stand-by duties requiring first aid or fire watches, and maintenance. In addition to fire emergency response, firefighters are also involved in hazardous materials response, emergency medical response, technical rescue response, water rescue response, and the wildland fire team.

In Fiscal Year 2020, the Fire Department is comprised of 133 Full Time Equivalents (FTEs) and an operating budget of approximately \$20.4 million. The Department currently encompasses the following functions:

Function	Purpose
Administrative	Under the direction of the Fire Chief, the Administrative Division provides policy and administrative direction for all functions of the department's operations; interacts with community leaders, other local governments, and the business community to identify community needs and develop programs; provides required administrative services and information to the City of Greeley and the Western Hills Fire Protection District; and develops and implements the Emergency Management activities for the City.
Community Safety	Under the direction of a Division Chief, the Community Safety division provides services which focus on community risk reduction including the frequency and severity of fires, explosions, oil & gas safety, and other threats to property and life; enforces adopted fire codes and ordinances; supports the data management systems for the department, interacts with the City's Information Technology division and the Weld County Emergency Communications Center; and reviews development and building plans for compliance with fire and life safety standards, and coordinates the computer hardware and software programs for the department.
Operations	Under the direction of a Division Chief, The Operations division provides public safety through effective response to fires, medical emergencies, and other incidents that threaten public safety; supports the mission of the Community Safety division and conducts pre-fire planning activities, maintains all equipment and stations; oversees major capital rolling stock acquisitions; through the Training program within the division provides academic instruction, field instruction and quality control for firefighting, emergency medical/rescue, basic & advanced life support procedures, and other specialized functions to maintain state and nationally recognized certification for members of the department; and manages departmental safety and coordinates criteria for the fitness and health standards of the department and addresses tuition costs for fire related college courses and represents the department within the Front Range Fire Consortium.



## The Fire Chief

The Fire Chief provides leadership, strategic direction, and supervision for the Fire Department, and performs complex managerial, administrative and professional work in planning, developing, and implementing the overall vision, mission, programs, processes, and projects of all divisions within the fire department including administration, communications, community safety and emergency management.

## The Ideal Candidate

The Greeley's ideal candidate is an established or up and coming leader in the fire management field with a proven ability and passion to engage staff (union and non-union) and the public, and partner with community stakeholders, and collaborate colleagues while integrating policy and best practice into high quality service.

In evaluating candidates, the City will be seeking candidates who have the following characteristics and competencies:

- A visionary, inspiring and forward-thinking leader who can bring together the various elements of the community, the Department and City leadership to develop a vision, strategies and clear goals to guide the future of the Fire Department.
- Experience in developing and improving workforce skills, especially relating to emergency medical services. It is essential that the Fire Chief has experience working in a unionized environment, and has had success in establishing collaborative, diplomatic working relations with labor and employee associations. Superior strategic planning skills, fiscal and budget management must be demonstrated.
- Strong leadership abilities that can display excellent managerial ability, strategic planning, and decision-making skills, and must exhibit strong relationship-building skills within the Fire Department, the City Manager, City Council, department directors, and the community.
- Effective communication, and strong collaboration, negotiation, and team-building skills are necessary for this individual to be successful; advanced written and oral communication skills are imperative. This individual must adhere to the highest ethical and moral standards, and display transparency in all deeds and actions.
- The Fire Chief should be active and visible in the community as both a City Official and as a resident, personally taking part in civic and community activities and events.
- Confidence based on experience along with the humility to accept constructive suggestions and pursue continuous improvement through innovation and creativity within the Department.
- A decisive leader who exercises sound judgment and is open to the ideas of others and who seeks to involve people at all levels of the Department in problem solving and decision making.
- An innovative, proactive, flexible and creative person who is not afraid challenge the status quo, to consider new technology, equipment, and training to improve services provided to the public.
- The ability to say “no” when necessary while maintaining positive and professional relationships.
- A proven record of absolute integrity, consistency and fairness in the application of policies and discipline and in the treatment of Department personnel. A person who sets high personal standards and for others in the Department.
- An effective delegator with the ability to assign responsibilities to subordinate personnel and hold them accountable for results.

## The Ideal Candidate continued..

- A team-oriented person who is seen as caring, personable, open, responsive, visible and accessible to subordinates, other City departments, citizens, schools, and the business and development community. Excellent interpersonal skills with an ability to establish positive working relationships with others are sought. An awareness and sensitivity to cultural, social, and ethnic differences in the population served is essential.
- A fiscally responsible manager with an ability to balance the needs of the Department with limited financial resources of the community against other City departmental needs.
- Exhibit an appreciation for the history and culture of the community and the Fire Department.
- A steward advocate for work-place safety, proper equipment, and facilities, balancing the need to ensure individual and departmental accountability and ensure the effective and efficient use of public tax dollars.
- An individual who demonstrates the highest levels of personal and professional ethics and behavior and leads by commitment, example and ethical standards, both on and off the job.
- A team player who collaborates, engages and supports as a member of the City's executive leadership team.

## Education and Experience

Qualified applicants will have a Bachelor's degree from an accredited college or university in Fire Science, Management, Business Administration, or related field, and at least 10 years of progressively responsible experience in fire suppression and EMS delivery, and a minimum of 5 years' experience in a command position with a career fire department (battalion commander or above). Experience managing in a unionized environment is preferred; a Master's degree is highly desired.

## Residency Requirement

Residency within the City of Greeley is highly preferred.

## Salary

The City of Greeley is offering a competitive salary commensurate with experience and a comprehensive benefits package. Relocation assistance will also be available for the successful out-of-area candidate.

## How to Apply

Interested applicants should forward a cover letter and resume to:

[resumes@affionpublic.com](mailto:resumes@affionpublic.com)

Reference: GREELEYFC

Affion Public  
PO Box 794  
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