A UNIQUE OPPORTUNITY

If you are a progressive fire professional eager to lead in a values based environment that seeks innovation, superior standards and results, then you should consider becoming part of a city management team and community that is truly on the move. Aurora offers such an opportunity for a talented, aspiring Fire Chief.

THE CITY

Incorporated as the town of Fletcher on April 30, 1891, the City of Aurora was renamed in 1907 and its history has been one of change, growth and community. Situated in the eastern Denver-Aurora Metropolitan Area, Aurora is Colorado’s third largest city and its more than 350,000 residents enjoy access to quality education and live in urban developments and master-planned communities across three counties. Boasting an extremely diverse community in 450 neighborhoods, Aurora welcomes all walks of life and makes residents feel at home.

The safest large city in Colorado, Aurora offers residents a unique quality of life that blends an old-fashioned sense of community with a wide range of family-friendly outdoor and recreational activities. The city is home to six award-winning golf courses, numerous sports complexes, 96 top-ranked parks and 5,000 acres of natural open space where you can hike, walk, bike and fish. Art enthusiasts can enjoy the 240 pieces of public art displayed throughout the city; and, community events including the 4th of July Spectacular, Aurora Summer Concerts, Punkin Chunkin, Global Fest and the Holiday Tree Lighting offer fun for all.

Growing at a rate of 1.71 percent annually, Aurora embraces dynamic expansion while preserving Colorado’s beauty. The city has a vibrant economy and has enjoyed more than 20 years of tax stability. Home to some of the nation’s top employers in aerospace and defense, bioscience, healthcare and the financial industry, Aurora offers a wide variety of job options in addition to an attractive, value-filled market for a full array of home buyers. The Aurora and Cherry Creek School Districts make top-tier public education accessible through flexible open enrollment and the Anschutz Medical Campus composed of nationally-renowned education, research and patient care facilities provides exemplary health care options while employing more than 20,000 people and treating 1.7 million patients each year.

Offering a wealth of opportunity and a comfortable way of life, thousands of residents are proud to call Aurora home.

GOVERNANCE

The City of Aurora is managed by a council/manager form of government. The Aurora City Council is comprised of the mayor and 10 city council members. Of those 10 members, six members represent one of the six wards that section the city. The remaining four members are elected at-large, like the mayor, to represent the city. The City Manager is appointed by and reports to the mayor and City Council. Aurora’s proposed 2017 total budget is $695.9 million and Aurora employs 2,974 FTEs.
THE CORE 4
Integrity ♦ Respect ♦ Professionalism ♦ Customer Service
“Aurora is built on a set of four core values that are used to carry out our mission and vision. As ambassadors, each and every employee respects these principles as the cornerstone of our city. We hold ourselves accountable to them, and we use them to guide the decisions we make.”
To learn more go to: www.auroragov.org

FIRE RESCUE
Created in 1907 as a volunteer department, the City of Aurora hired its first paid firefighters in 1951. In support of its vision to be a diverse, full service organization that embraces the community through compassionate response and risk reduction, today’s Fire Rescue Department was the first Colorado department to receive accreditation from CFAI and boasts 15 stations, more than 350 firefighters and a budget of almost $50 million.

The department responded to 649 fire incidents, 29,219 EMS/Rescue calls, 563 hazardous condition incidents, 3,210 service calls, 1,904 good intent calls, and 9 severe weather calls during FY 2014-15.

Additionally, the department has a new state of the art training facility, City of Aurora Public Safety Training Center (CAPSTC), that is shared with the Aurora Police Department and managed by the Public Works Department. CAPSTC opened its doors in Spring 2016.

The department is broken into Sections led by four Deputy Chiefs under the direction of the Fire Chief:

- **Life Safety** – is responsible for development review, facilities task force planning, procurement of Aurora Fire Rescue sites, placement of future resources and ensuring subordinate refresher training and direction of the Fire Code Inspection Bureau, Fire Investigations Bureau, Community Relations and Internal Affairs.

- **Logistics** – is responsible for building and fleet services and office administration. The Logistics Deputy Chief also directs the Station Captain Program and is the information technology liaison.

- **Operations** – is responsible for all activities related to fire suppression, emergency medical services and personnel staffing for emergency response. Specialty teams such as the Haz Mat Response Team, Technical Rescue Team, Air Team and the Emergency Response Review Board also report to the Operations Deputy Chief.

- **Preparedness** – is responsible for all activities related to training, health and safety, and emergency management. The Preparedness Deputy Chief also serves as the liaison to both Civil Service and the department chaplain, coordinates strategic planning, updates the department’s Policies, Procedures and Guidelines manual, is the Survivor Action Officer, and ensures subordinate refresher training.

THE FUTURE
The City of Aurora continues to grow and with it the calls for service continue to rise as well. The department is focused on several initiatives to address the increase in call volume. Construction of a permanent Fire Station 15, to replace a temporary facility, will commence in 2017, as well as the construction of the new Fire Station 16 near the Gaylord Rockies Resort and Convention Center opening in 2018. In addition, the department continues to develop a Medical Service Unit response model that sends the appropriate resources and responders to Aurora Fire Rescue calls.

With the opening of the new station anticipated in 2018, the city’s 2017 proposed budget includes 5 new FTE to continue the ramp-up to full staffing while covering for staff attending school to become paramedics in the interim. An additional 20 FTE will be added throughout the year as part of a new collective bargaining agreement to implement a firefighter 48-hour work week in July 2018. To ensure the department is fully staffed to implement these changes, the department will host two academies; one in early 2017 and another in summer 2017.

THE IDEAL CANDIDATE
The ideal candidate will be a dynamic, present and engaged servant leader with proven fire and EMS services administrative experience in a medium to large-sized urban setting. Competitive candidates will have enjoyed strong internal and external relationships throughout their careers and have demonstrated a proactive approach to creating mutually beneficial partnerships in the community and the fire profession. The future Chief will bring innovative, contemporary, and fresh ideas to the department and be experienced in assessing fire and EMS service models and staying abreast of current trends. A strong, transparent and
inclusive leadership style that fosters a culture of respect and consistent accountability will serve the chosen candidate well. The preferred successful candidate will have managed in a highly resourceful manner during challenging fiscal times and be known for his/her attentiveness to responsiveness, efficiency, and effectiveness.

Impressive candidates will also exhibit the following competencies and characteristics:

• Exceptional, emotionally intelligent listener
• Committed to and experience with a multi-cultural workforce and community
• Courageous and thoughtful but willing to make the difficult decision
• A consummate team player who values their role as part of the city management team
• Experienced public relations and media communicator
• Accessible and open to new ideas
• Well-networked and resourceful
• Participative, visible and involved with the workforce
• Effective, empathetic change agent
• Confident and talented problem solver
• Effective mentor and coach
• Ability to create a culture of mutual respect
• Exhibits a high level of professionalism and flawless integrity
• Politically astute yet apolitical

**Preferred Education and Experience**

A Bachelor’s degree. Coursework in fire science, public administration, business administration, or other related field is preferred. Successful completion of supervisory courses in Fire Department Administration, Fire Prevention, and Business or Public Administration and experience in Fire/Emergency Medical Service work with five (5) years served in a supervisory role of Battalion Chief or higher is preferred.

The City of Aurora reserves the right to select the candidate that they feel will best fulfill the role of the Fire Chief. The description under the heading of “The Ideal Candidate” and “Experience and Education” are guideposts for hiring and do not represent mandatory or required qualifications.

**COMPENSATION**

The annual starting salary for this position is $145,000 - $160,000. Actual salary will be dependent on the qualifications and experience of the successful candidate. The City also offers an attractive benefit package which can be accessed at:

https://www.auroragov.org/cms/one.aspx?portalId=1881221&pageId=2023915

**APPLICATION AND SELECTION PROCEDURE**

To be considered for this exceptional career opportunity, submit your résumé, cover letter, a list of six work-related references (who will not be contacted without prior notice) and current salary by **Monday, January 9, 2017**. Résumé should reflect years and months of employment (beginning/ending dates) as well as size of staff and budgets you have managed. Please submit your materials to: resumes@cpshr.us.

For additional information about this position please contact:

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