



SNOHOMISH REGIONAL FIRE & RESCUE



Snohomish Regional Fire & Rescue invites applicants for

DEPUTY CHIEF

Provides oversight for the Training/Health & Safety Division through the development, administration and evaluation of new and ongoing training sessions and programs for Snohomish Regional Fire & Rescue to support the District's vision of being "a proactive regional emergency services leader by partnering to provide safe communities for people to live, work and explore.



ANNUAL SALARY OF \$204,191*

Inclusive robust benefit package including, but not limited to, health, dental, vision, life insurance, additional wages, generous leave accruals and other benefits (including access to retiree medical benefits and participation in the Washington State LEOFF pension plan).

Applications must be received on or before **April 30, 2024** to be included in the first review of applicants on May 1st, 2024. The position will remain open until filled.

**Annual Salary includes base salary and management benefit*

WWW.SRFR.ORG

THE COMMUNITIES WE SERVE



Snohomish Regional Fire & Rescue (SRFR) serves a very diverse population in urban and rural environments. Located in Western Washington 17 miles Northeast from Seattle, the district is tucked between the majestic Cascade mountains and the salty Puget Sound. Lake Stevens is the largest natural lake in the entire county, and the Skykomish, Snoqualmie, and Snohomish Rivers run through the district. There are many opportunities for outdoor activities such as boating, fishing, swimming, and kayaking. Additionally, the surrounding parks offer hiking trails, picnic areas, and playgrounds, catering to individuals and families seeking an active lifestyle.



North Cove, Lake Stevens

The City of Lake Stevens is the largest city in the district with 39,848 citizens (2022). The city is known for its excellent public school district, community spirit, and low crime rates. Lake Stevens hosts the annual Aquafest in the summer along with farmers markets and music in the park. This city is also home to many unique dining experiences.

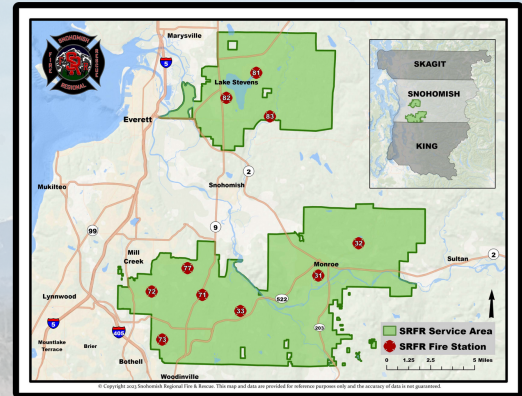


Skykomish River, Monroe

The City of Monroe is the second largest city in the district with 19,243 citizens (2022). The city is known for being the gateway to the Cascade mountains. The city has a small town feel with a rich historical downtown district filled with locally own businesses. The Evergreen State Fair is held in Monroe annually and features agricultural and livestock exhibits, car races, live music, carnival rides, and much more.

THE DISTRICT

Snohomish Regional Fire & Rescue (SRFR) provides fire suppression and emergency medical service (EMS) to 160,000 people in Lake Stevens, Monroe, and unincorporated southeast Snohomish County. The District responds to an average of 17,000 calls a year, of which approximately 83% are for emergency medical service (EMS). SRFR staffs ten (10) fire stations 24 hours a day, 365 days a year and trains and maintains three (3) special operation teams with disciplines in technical rescue, swift water rescue, and hazardous materials. The District also participates in State and Federal wildland mobilizations.



SRFR is governed by a Board of Commissioners (BOC). The BOC consists of seven (7) members elected by the public. SRFR operates under a balanced budget and has passed all audits by Washington state. The operating fund for 2024 is \$86 million annually. SRFR's organizational structure is comprised of 268 employees operating within nine (9) divisions, Operations, Training & Safety, Emergency Medical Services, Office of the Fire Marshal, Community Relations & Strategic Analysis, Logistics, Human Resources, Finance, and Information Technology.

As a result of SRFR's continuous improvement efforts, in 2023, SRFR became the only fire agency in Snohomish County and just the eighth (8th) in Washington state to become an internationally accredited fire agency. Application for the accreditation is independently reviewed and granted by the Commission on Fire Accreditation International (CFAI). The accreditation signifies that SRFR has met the established standards and provides a high level of emergency services while operating under the highest level of fiscal responsibility and accountability. This achievement was possible thanks to the ongoing support of the community and the dedication of the talented employees who strive to provide excellent services to the public they serve.

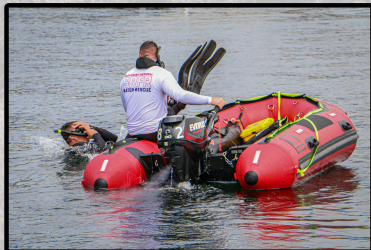
Please visit the website at www.sfrf.org to learn more about the agency's projects and the services they provide to the community.



DEPUTY CHIEF

THE POSITION

The Deputy Chief of Training/Health & Safety is appointed by the Board of Commissioners with the concurrence of the Fire Chief. SRFR employs five (5) Deputy Chiefs assigned to the following divisions: Operations, Training/Health & Safety, Emergency Medical Services, Strategic Analysis & Community Relations, and Logistics. Deputy Chiefs may be assigned to any of the divisions based on the needs of the District. The current opening is within the Training/Health & Safety Division. The position reports directly to the Assistant Chief of Operations and is responsible for providing oversight of the development, implementation and evaluation of new and ongoing training and health & safety sessions, programs, and processes and manages a \$3.8 million annual budget. Responsibilities include ensuring training/health & safety programs and processes comply with industry standards and regulations, and continuous improvement initiatives are successfully implemented. The Deputy Chief collaborates with other division heads on cross divisional programs, policies, procedures and collectively fosters a culture of safety, professionalism, and excellence across the organization.



Please scan the QR code to view the classification description detailing the essential functions and the knowledge, skills and abilities required of the position.

IDEAL CANDIDATE

SRFR is seeking a dynamic and experienced leader who has gained insight and experience by working their way up through the ranks. They must have a strong operational background, broad administrative experience, and be familiar with working in a unionized environment. The Deputy Chief plays a pivotal role in providing leadership, direction, and oversight within their assigned division, ensuring efficient and effective operations across the organization. They must be creative, analytical, and a positive thinker who excels in a team environment. As an executive staff member, the ideal candidate must be skilled in evaluating, communicating, and implementing necessary change initiatives. They must possess the ability and awareness to navigate complex situations and maintain confidentiality around sensitive information.



The ideal candidate is a proven mentor and coach. Strong relationship building skills are necessary to develop and lead internal teams and external regional partnerships in efforts to meet SRFR's mission of **"Save lives, protect property, safeguard the environment, and take care of people"**. Their daily actions must consistently exhibit the organization's values of:

- Respect
- Accountability
- Service
- Integrity
- Teamwork



APPLICATION DETAILS

Interested, qualified applicants are strongly encouraged to apply on or before **April 30, 2024** to be included in the first review of applicants on May 1st, 2024. The position will remain open until filled.

Resume and cover letter will only be accepted electronically through the online application process. Cover letter must detail interest in the position and how the applicant meets the minimum requirements of the position. To apply online, go to **www.srfr.org** and click on **“Employment Opportunities”**, and click on **“Apply Here”** or scan the QR code. Questions may be directed to the Human Resources Division at hr@srfr.org or (360) 217-2151. Snohomish Regional Fire & Rescue is an Equal Opportunity Employer.

It is the policy of SRFR to afford equal opportunity to all employees and applicants for employment regardless of veteran status, race, religion, gender, sexual orientation, age, national origin, disability, or any other protected class. SRFR provides reasonable accommodation to all applicants who require such accommodation to apply for the position or to perform the essential functions of the job. The District also promotes a drug-free and smoke-free workplace.

EDUCATION & EXPERIENCE

Required Education and Experience:

- Bachelor's Degree in Fire Science, Business, Public Administration or related field; AND
- Three (3) or more years of experience in applicable area; AND
- Five (5) or more years in a full-time emergency response or fire prevention position in a supervisory role; OR
- Any combination of education and experience that provides the desired knowledge, skills and abilities to perform the essential duties of the position.
- Valid Washington State Driver's License with certification of Emergency Vehicle Accident Program (EVAP) or ability to obtain within 12 months.

COMPENSATION & BENEFITS

- Annual Salary for 2024 of \$204,191
 - Base Salary of \$184,788
 - Additional Compensation (Management Benefit) of \$19,403
- Educational Pay
- Longevity Pay
- Medical, Dental, Vision Insurance (Full Family Coverage)
- Healthcare Reimbursement Account
- Basic Life Insurance/AD&D
- Long-term/Short-term Disability
- Additional Supplemental Insurance (AFLAC)
- Leave Accruals (Vacation, Holiday, Sick, Professional)
- Access to Retirement Medical Benefits
- Participation in Washington State Pension LEOFF Plan
- Employee Assistance Program
- Work schedule Monday-Thursday, 07:00 – 17:00 (some weekend and evening work required)

