Fire Chief Qualification Criteria

The City of Marshfield is seeking superior Candidates committed to excellence in the fire and emergency services. The following factors of education, experience, command and management style and personal and professional traits have been identified as necessary for the Fire Chief to succeed in this position.

Education and Experience

Have a bachelor's degree in Fire Science, Business, or related field applicable to the position; or completion of the EFO program preferred. Minimum of an Associate's Degree required.

Have a proven successful background in Emergency Services/Fire Department(s) with increasingly responsible supervisory and managerial experience in a command capacity.

Have a minimum of five-(5) years experience in a supervisory and managerial capacity in a career or combination department.

Have sufficient experience and ability to accurately evaluate operational performance, adequacy of staffing and appropriateness of organizational structure toward superior performance of the Department mission.

Have experience and understanding of modern operation techniques, methods and practices relating to fire suppression, fire prevention and inspection, EMS, training, public education and administration.

Have knowledge and experience in the area of personnel management, including recruitment, training, promoting, disciplining, and terminating employees in a unionized career department.

Have experience working with and effectively participating in contract negotiations and labor relations.

Have experience in developing positive, cooperative, and supportive relationships with other fire departments and EMS facilities at the local, state and federal level.

Have experience in preparing and controlling budgets and have a background in costeffective administration of human and financial resources.

Have experience in long-range planning and the establishment and implementation of goals and objectives.

Have demonstrated ability to work effectively with elected and appointed officials and members of the general public.

Be computer literate and knowledgeable about technology appropriate to emergency operations and activities. This includes, at a minimum, word processing and spreadsheet skills.

Not be "tradition bound" but a fire service professional who has the experience and reputation for being an innovator and capable "change agent" and state of the art approaches in providing fire and emergency medical services in the protection of life and property for the community.

Management Style/Personal Traits

Have a background of integrity, leading and motivating personnel by example.

Be personally committed to dealing with persons in an impartial, professional manner without regard to gender, racial or ethnic background. Be capable of identifying and developing supervisory and command talent in striving for excellence in the emergency service areas.

Have excellent verbal and written communication skills and be capable of making effective public presentations.

Be able to gain the credibility and respect of the EMS and Fire Department personnel and others based on professional knowledge, strong interpersonal skills, and strong leadership abilities.

Be capable of identifying and developing supervisory and command talent in others striving for excellence in the emergency service areas.

Be an effective listener; be responsive to employee input and provide prompt feedback.

Have a sense of humor and the ability to work in a consensus building manner.