



MARYSVILLE, WASHINGTON

**DEPUTY CHIEF
OPERATIONS
UP TO \$182,031 DOQ**

Plus Excellent Benefits

Apply by
April 21, 2023
(First Review, Open Until Filled)



WHY APPLY?



The Marysville Fire District is a diverse and vital community that welcomes families to make their roots and enjoy small town living. Marysville Fire District has a history of being progres-

sive and supports teamwork from the management to entry level positions. If you are a fire professional looking to lead a team of dedicated staff to provide excellent services to a close-knit community, this is the right position for you!



THE COMMUNITY

The community is a rapidly growing, prosperous, diversified community in Snohomish County, just 45 minutes north of Seattle. Incorporated in 1891, the City's roots can be traced back to its beginning as a small mill town that paved the way for many pioneer families moving to the area. Marysville has developed into an ideally located economic center, offering residents and businesses opportunities to prosper while preserving the unhurried qualities of life in this growing region. Led by a government that continues to demonstrate its commitment to customer service and to building a healthy infrastructure through major public improvements, Marysville is poised for a strong and sound future.

THE DISTRICT

The Marysville Fire District was formed in 1992 as the result of a contractual agreement between the

City of Marysville and Snohomish County Fire District 12 as a means of reducing duplication of efforts and expanding services to the community. The organization once again expanded in 1998 to include the consolidation of Snohomish County Fire District 20 into Fire District 12. In 2002, Fire District 20 formally merged into Fire District 12. In 2019, Marysville voters approved the formation of a Regional Fire Authority. Marysville Fire District currently provides fire suppression and prevention, emergency medical response, technical rescue, hazmat, surface water rescue and other services to more than 80,000 residents.

The District protects approximately 55 square miles, including the City of Marysville, Seven Lakes, Quil Ceda Village, the east side of Tulalip Indian Reservation, as well as a diverse expanse of unincorporated Snohomish County.

The Marysville Fire District responds to approximately 16,000 calls annually. Of these calls, approximately 85% are EMS based incidents, 5% are non-fire/non EMS based incidents, and 10% are fire based incidents. The District employs 108+ full-time personnel, who operate the Fire Districts' five fire stations (station 61, 62, 63, 65, 66). These dedicated professionals staff 4 engine companies, 1 ladder company, 3 aid cars, and 2 medic units on a 24/7 basis. There are four emergency response shifts, with each of the shifts under the command of a Battalion Chief.



The Administration office staff includes the Fire Chief, Assistant Chief of Operations and Support Services, Fire Marshal – Assistant Chief, Assistant Fire Marshal, Human Resources Director, Finance Director, IT Manager, Fire Inspectors, and three office employees. The 2023 Budget is \$29.2 mil-

lion. Chief Ned Vander Pol is the current Fire Chief.

THE POSITION

Reporting directly to the Assistant Chief of Operations and Support Services, the Deputy Chief of Operations is responsible for assuming command of the District in the absence of the Fire Chief and Assistant Chief of Operations and Support Services. In alignment with District's strategic plan and operational goals, the Deputy Chief of Operations is responsible for analyzing, developing, leading, and implementing comprehensive effective programs that will provide the highest level of service and protection to the community. The Deputy Chief of Operations will implement direction from the Fire Chief and the Assistant Fire Chief regarding the identification and achievement of organizational, operational, training and staffing objectives. Actively direct and manage all District operational services and/or emergency response initiatives while maintaining the District's 24-hour operational readiness and ability to respond safely to calls. Promote and ensure the performance excellence of suppression and EMS personnel through interactive management, progressive training programs and motivational leadership. Act as a representative for the District in external interactions with the citizens, elected officials, civic organizations and other governmental agencies for the dissemination of fire service and District related information and the establishment of cooperative working relationships to assist in achieving the District's operational objectives.

Examples of Responsibilities Include:

- Evaluates the District's emergency response operations and strategies, recommend and oversee adjustments to ensure operational efficiency and to keep pace with industry standards and practices.
- Regularly provide leadership and direction to operations management staff regarding District initiatives, emergency response services, fire and EMS company operations and resolution of operational issues and concerns.
- Assist the Assistant Chief of Operations and Support Services to plan, coordinate, and maintain progressive, comprehensive programs to prepare personnel for emer-

gency and non-emergency response duties, correct performance deficiencies, provide professional development opportunities, and meet industry requirements.

- Function at both strategic and tactical level, working in conjunction with District personnel to analyze data/issues, forecast needs, draw conclusions, and identify potential solutions, project consequences of proposed actions, and effectively implement recommendations.
- Lead project teams and coordinate complex programs, utilizing highly developed project management, written/verbal communication and presentation skills.
- Establish and operate an emergency command post and function as an Incident Commander within the Incident Command System at major fires and other emergency events.
- Responsible for the department's uniform and personal protective clothing programs.
- Establish and maintain effective internal and external working relationships.
- Develop, direct and manage the activities and capabilities of subordinate personnel. (i.e.; assist Human Resources in hiring, termination, disciplinary measures).
- Make sound decisions and facilitate implementation in accordance with laws, ordinances, rules, regulations, departmental policies and procedures, and labor agreements.
- Assist with the preparation of the division budget and manage expenditures.
- Utilize excellent organizational skills with ability to work well under pressure of deadlines and constantly changing priorities.
- Responds to off duty emergencies and management issues when requested and available.





IDEAL CANDIDATE

Marysville Fire District is looking for candidates who are fire service professionals with excellent executive leadership skills, as well as a comprehensive knowledge of all facets of the fire service and EMS as well as public administration in general. The ideal candidate will have experience in a like size agency and a history of progressive and proactive program development. A proven track record showing success working with unions and building positive labor / management relations, and experience in regionalization and service delivery to a Tribal Nation will be an asset.

The ideal candidate will be a proven executive with an engaging personality that can foster relationships both within and outside of the organization. He or she will need to exhibit strong leadership throughout the organization, to include clear goals, objectives and accountability. The new Deputy Chief will be challenged in developing strong relationships within the community to assure that a progressive approach to future growth

All qualified candidates are strongly encouraged to apply by **April 21, 2023** (first review, open until filled). Applications, supplemental questions, resumes and cover letters will only be accepted electronically. To apply online, go to <http://www.marysvillefiredistrict.org/join-our-team/> and click on "Current Openings" and follow the directions provided. Resumes and cover letters can be uploaded once you have logged into NEOGOV.

The Marysville Fire District is an Equal Opportunity Employer and does not unlawfully discriminate on the basis of race or creed, ethnicity, national origin, sex, age (over 40), marital status, pregnancy or maternity, sexual orientation, gender identity, military or honorably discharged veteran status, citizenship or immigration status, ancestry, use of a guide or service animal, genetic information, disability, or any other protected class under federal, state, or local law.

and demands for service are in place to benefit all residents of the District. Skill and experience in strategic thinking and planning with the ability to communicate to all stakeholders is a plus.

EXPERIENCE & EDUCATION

Associate Degree in Fire Science Administration by any accredited college or university (accredited shall mean accredited by any organization, agency, or entity approved by the United States Office of Education or, Council on Recognition of Post-secondary Accreditation) is preferred. Ten (10) years of progressively responsible fire service experience with a minimum of two (2) years as Battalion Chief or higher. Requires a valid Washington State Driver's License and a driving record acceptable to the Department's insurance carrier.

COMPENSATION & BENEFITS

- **Up to \$182,031, DOQ.** Base salary is \$167,001, plus eligible employees receive, in addition to their monthly base salary, up to 5% longevity pay and a 4% deferred comp. plan match.
- Medical & Dental (100% employee/90% dependents)
- LEOFF2 State Retirement
- Life Insurance
- Annual HRA/VEBA contribution
- Up to eighteen (18) hours vacation accrual each month.
- Eleven (11) hours of sick leave accrual each month.
- Eleven (11) Paid Holidays

www.marysvillefiredistrict.org