



Auburn, Washington

# DEPUTY FIRE CHIEF

## \$150,000 - \$155,000

*Plus Excellent Benefits*

Apply by  
**July 12, 2020**  
*(open until filled)*

**PROTHMAN**



**WHY APPLY?**



Mountain View Fire and Rescue is located in Western Washington, within the most populous county in Washington, King County. Situated just 35 miles south of Seattle and 26 miles

north of Tacoma, one can be in a major metropolitan City or in the Cascade Mountains within an hour drive. Although the district is considered rural, King County is the cultural, business, educational, and governmental focal point of the Western Washington region and is on the forefront of Fire and Emergency Medical care.

This is an excellent opportunity for an experienced fire professional to help lead a collaborative department and to make a difference in an active and fast-growing community. If you are forward thinking, looking for a challenging and rewarding career opportunity while helping others, and love the great outdoors, this is the position for you!

**THE COMMUNITY**

Mountain View Fire & Rescue’s boundaries include unincorporated portions of the cities of Auburn, Kent, and Enumclaw, and provides fire and life safety to the City of Black Diamond and the Muckleshoot Indian Reservation. The District provides service to roughly 32,000 residents over 70 square miles, out of 8 fire stations. Due to a recent housing boom with large scale developments, the population of the district is expected to continue to grow rapidly and infrastructure is high priority for the community.



The City of Black Diamond is home to one of the largest master planned developments in Washington State. At final build out, there will be 6,050 new homes and over 1.2 million square feet of commercial space. A new Fire Station in the city is currently in the early design phase, with construction starting within the next 12 months.

The region is home to the White River Amphitheater - a 20,000 capacity concert venue, Pacific Raceways – a NHRA racetrack, many horse riding stables, state and local parks, and the Class III-IV Green River that transverses the District east to west. The population of the District can double when both the amphitheater and racetrack draw large crowds. The District also plays host to the University of Washington home golf course, 1 of 2 18-hole golf courses in the District. Several private and community owned airports are also located within the District’s boundaries.

The economics of the area vary greatly with everything from rural farming, manufacturing to technology, biotech and major financial institutions. Western Washington is home to major corporations such as Boeing, Microsoft, Nintendo, REI, Costco, Nordstrom and is a major hub for global imports via the Port of Seattle and the Port of Tacoma. The District is also home to dairy farms and includes a large agriculture area.

The Muckleshoot Indian Reservation is also located in the districts south battalion. The Muckleshoot Tribe is highly prosperous and one of the largest employers in south King County. The Tribe and the District have a great working relationship, with the district’s newest fire station located on the reservation.



## THE DISTRICT

Established in 1954, Mountain View Fire and Rescue (previously known as Fire District 44) proudly serves citizens of 3 different fire districts that have merged into 1 over the past 20 years. The City of Black Diamond is provided service under an Inter-local Agreement. After more than 64 years of service, the department has grown in both area and population. In 2019 the department responded to 2,219 emergency incidents. Approximately 64% are EMS incidents. The District provides basic life support, with advanced life support provided by the Counties Medic One program. Medic 12 operates out of the district's station 94. Mountain View Fire and Rescue is currently a "combination" Department with 22 career firefighters and roughly 60 volunteers.

The Department's 2020 annual budget is \$6,385,000. Currently the department is staffed by 22 full time personnel including the Fire Chief, Deputy Chief, 4 Captains, 1 Training Officer, 7 Lieutenants, 11 Career Firefighters, and an Administrative Manager & Administrative Assistant.

Full time staffing works in conjunction with approximately 60 Volunteer Firefighters. All Career Firefighters are also Washington State EMT's, as are most of the Department's Volunteers. Currently 2 of the Department's 8 stations are staffed 24/7 with Career Firefighters, and Station 98 is covered 12 hours by career and 12 hours by Volunteers. Vehicle maintenance is provided by a Fire based, vehicle maintenance consortium, with one of the garages located at the district headquarters station. The District is overseen by an elected 5-person Board of Fire Commissioners.

Mountain View is a member of the South King Fire Training Consortium along with 13 other local Departments, training with the same curriculum. The District emergency dispatch is provided by Valley Communications, who dispatches all fire agencies in south King County.

The District sponsors a wildland hand team that responds mutual aid to surrounding counties and works closely with and has a contract with Washington Department of Natural Resources, the team also is deployed under the State, all hazard mobilization plan to wildland fires occurring in the State.

## THE POSITION

Under the direction of the Fire Chief, the Deputy Fire Chief's responsibilities include: overall evaluation of the general operation of the department with the goal to provide recommendations to improve efficiency, provide direction on major projects or problem areas, plan for the future of the District, develop and recommend policies for adoption by the Board, and implement procedures to ensure policies are met and provide policy guidance. The Deputy Chief also assists in developing budgets and contracts necessary to facilitate District functions.

The Deputy Chief assists in developing recommendations for the protection of life and property in the District's operational area, attends Fire Commissioner Board meetings and meetings in the City as directed by the Chief, and promptly report any serious injury, accident or death involving a member of the Fire District, ensuring all required reports are compiled. For a full job description, please view the attachment found [here](#).

## OPPORTUNITIES & CHALLENGES

**Leadership:** As with any combination agency, relationships between career, volunteer and administrative staff must be cultivated in a positive and proactive manner. The new Deputy Chief will ensure these relationships are intact so that all embrace a shared vision regarding the Districts future and their place within that future. The Chief and Deputy Chief will enjoy the support of a very professional and collaborative Board of Commissioners that are committed to providing the best possible service to the community.





**Strategic Thinking:** The new Deputy Chief will assist the Fire Chief in developing both short- and long-term visions for the organization based on factors such as future growth, call volume, community needs and economic data. The ability to work from and assist in the ongoing development of a strategic plan will be critical.

**Financial Acumen:** The District is financially stable and has had good community support due to its responsible management of funds. Most of the District's funding is from property tax and levy's; due to department needs and inflation the Deputy will need to find other funding methods. Currently, the Covid-19 impacts on the District's budget is unknown. The District is planning to put a Maintenance and Operations levy on the ballot in August of this year.

**Communications:** The new Deputy Chief will understand the importance of good communications within the organization and outside of the organization. The ability to develop and convey ideas both orally and in writing to operational and administrative staff, the Board of Fire Commissioners and the public is critical to success in their role. As well, the District is one of the highest users of volunteer firefighter/EMT's, recruiting qualified volunteers is an on-going challenge.

**Administrative and Operational Roles:** The position requires someone well versed in modern administrative and operational methods. The ability to be able to create reasonable policy and performance standards and have honest conversations regarding commitment to those standards and overall job performance is an important function for the Deputy Chief. The ability to help create, manage, and prioritize budgets is also critical to this position.

**Labor Relations:** The new Deputy Chief will have experience developing and maintaining a positive relationship with organized labor. The ability to communicate issues effectively and create an environment of trust while representing the district's interest is critical.

**Collaboration:** The District has recently joined two collaborative efforts to enhance district operations. The first is a regional training consortium which helps standardized training and practices for all South King County agencies. The second is a fleet maintenance consortium that has substantially improved vehicle maintenance to the district's apparatus and equipment. The new Deputy Chief will embrace regional approaches to problem solving and is expected to be a leader in regional planning groups and associations. In addition, the City of Black Diamond is in discussions with the District regarding the future of their current long-term contracted relationship. The District will be working towards maintaining this relationship and the Deputy Chief will play an important role in those conversations. The District is always looking for additional opportunities to collaborate and work with neighboring departments.

## IDEAL CANDIDATE

### Education and Experience:

A bachelor's degree in fire science, business management, public administration, or other applicable field from a regionally accredited college or university; or an associate's degree and/or a strong combination of experience and training which provides the equivalent scope of knowledge, skills, and abilities necessary to perform the work is required, along with 10 years of progressively responsible full-time fire service experience with at least 5 years at the rank of battalion chief or higher. Candidates must have completed ICS 100, 200, 300, 400, 700, and 800 or complete within one year of hire, and be an Incident Safety Officer, NFPA 1521 or equivalent.

Successful completion of, or current enrollment in, the National Fire Academy's Executive Fire Officer Program and/or other executive programs, an IFSAC Fire Officer II (or equivalent), IFSAC Instructor (or equivalent), proven experience with a unionized workforce to include contract negotiation, contract management, and conflict resolution, and strength in information technology is preferred.

**Necessary Knowledge, Skills and Abilities:**

- Experience as a Chief Officer in a similar sized (or larger) fire department with a documented history of progressive leadership in both administration and operations.
- Excellent executive leadership skills and operational knowledge. Well-grounded in all facets of the fire service including structural firefighting, fire-based EMS and community outreach.
- Experience working with a Board of Directors or City Council to build achievable goals that will take the agency to the next level of service.
- Political acumen and sensitivity to be effective within a broad range of interests both internal and external to the organization.
- The ability to lead an organization of both career and volunteer personnel and have the ability to provide the training, support and motivation all require to form a successful team for the greater good of all involved.
- A commitment to collaboration with regional partners in the delivery of services to the public at large.
- A good understanding of labor relations and the ability to foster a positive and collaborative labor relations environment.
- Candidates must understand their role as the Deputy Fire Chief and balance their position with that of being the 'head coach' for the staff and the 'advocate/liaison' to the community.
- The ability to ensure future focused strategic planning is in place through the utilization of data driven decisions and industry best practices.
- The ability to mentor and prepare members of the department for future leadership roles.
- A track record for delivering results, building accountability for staff at all levels and creating a positive working environment characterized by teamwork and innovation.

- Strong financial acumen and solid experience in budgeting and long-range financial planning.
- Exceptional written and oral communication skills which will be used to clearly communicate policies and strategic vision to staff and citizens in a clear and concise manner.
- The ideal candidate will lead by example setting the standard for all members and must have a strong and confident presence, be a good listener, be accessible, and understand the importance of maintaining close and consistent communication with staff.
- The ability to assist the Fire Chief in communicating with community members on a timely basis regarding the mission, needs and goals of the organization.

**COMPENSATION & BENEFITS**

- **\$150,000 - \$155,000 DOEQ**
- Excellent Medical, Dental and Vision Insurance for Employee and Family
- Generous Paid Time Off Accrual
- LEOFF II
- Paid Sick and Vacation Leave/Accrual
- Holiday Leave
- District Vehicle
- Matched Deferred Compensation
- Additional Negotiable Benefits

Please visit:  
[www.mvfire.org](http://www.mvfire.org)



Mountain View Fire & Rescue is an Equal Opportunity Employer. All qualified candidates are strongly encouraged to apply by **July 12, 2020** (first review, open until filled). Applications, supplemental questions, resumes and cover letters will only be accepted electronically. To **apply online**, go to [www.prothman.com](http://www.prothman.com) and click on "**Open Recruitments**", select "**Mountain View Fire & Rescue, WA – Deputy Fire Chief**", and click "**Apply Now**", or click [here](#). Resumes, cover letters and supplemental questions can be uploaded once you have logged in.

The Prothman logo features a stylized blue 'P' followed by the word "PROTHMAN" in a bold, black, sans-serif font.

[www.prothman.com](http://www.prothman.com)

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