



Snohomish County Fire District 17 (Granite Falls Fire)
Washington

DEPUTY FIRE CHIEF

\$127,507 - \$132,607

Plus Excellent Benefits

Apply by
November 26, 2023
(Open Until Filled)



THE REGION



Granite Falls, Washington offers a rural living environment, attracting those who prefer to live away from the busy urban centers in Snohomish County. The city itself is home to 4,490 people, while the surrounding area immediately outside the town houses an estimated 9,200 residents. Granite Falls, named for the abundant granite in its waterfall gorge, is celebrated for its striking natural surroundings and plentiful recreational opportunities, from hiking and biking to camping, fishing, snowshoeing, and sledding. The area's scenic beauty is also a year-round attraction, offering postcard-worthy views regardless of the season.

Situated at the heart of Snohomish County, Granite Falls is nestled between the South fork of the Stillaguamish River and the Pilchuck River, at the base of Mount Pilchuck. The city is conveniently located approximately 17 miles northeast of the city of Everett, and the I-5 corridor, and serves as the starting point of the 50-mile scenic Mountain Loop Highway, which encircles the Western Cascades. Along this route, residents and visitors can explore fascinating sites like the ghost town of Monte Cristo and the Big Four Ice Caves, making it a must-visit during the warmer months.

Granite Falls is one of the fastest-growing areas in Snohomish County, with ongoing construction of numerous housing units and a growing assortment of businesses to cater to the community's needs. Despite this growth, Granite Falls maintains its small-town charm, featuring a welcoming, neighborly atmosphere and friendly residents.

Nearby scenic towns and rural cities include Snohomish, Arlington, Darrington, and Mount Vernon, which offer vibrant main streets, agricultural richness, artistic events, and a wealth of additional outdoor activities.

Whether you choose to explore the local surroundings or venture a short distance beyond, the Granite Falls region offers numerous opportunities to engage in the community and countless sights to behold, providing a refreshing escape from the hustle and bustle of big-city life.

THE DISTRICT

Snohomish County Fire District 17 (Granite Falls Fire), just minutes from the Cascade Mountains and the Mountain Loop Highway, responded to more than 2,800 calls for service in 2022. With an estimated population of 13,649, Granite Falls Fire strongly supports its community through fire prevention and public education services, positive engagement, school visits, CPR and First Aid training, blood pressure checks, address plate distribution, and station tours/visits. Granite Falls Fire provides safe, efficient, and cost-effective professional response to the emergency and non-emergency needs of those within the 50.5 square mile service area, and adjacent districts under Interlocal Agreements. The district operates from two staffed stations on a 2023 operating budget of \$4.4 million. Operational staff currently includes two Chief Officers, one Administrative Officer, 12 Career Firefighter/EMTs, four Single-Role Paramedics, an Office Assistant, approximately 24 part-time personnel, and additional volunteers including chaplaincy and support services.



THE POSITION

Under the direction of the Assistant Chief, the Deputy Fire Chief responds to emergencies when necessary and initiates or assumes incident command or function in a senior command staff position on any incident. This position will command and direct the activities of fire/aid units at the scene of fires, medical emergencies, or disasters unless relieved by a higher-ranking officer. The incoming Deputy Fire Chief will be mentored and exposed to all facets of the organization, with the goal of succession within Granite Falls Fire. This position will need to be available after hours for emergencies and will be a liaison with other Chief Officers and the Board as needed.

To view the full job description and understand the full scope of responsibilities, please view the attachment found [here](#).

OPPORTUNITIES

1. Granite Falls Fire is close to starting the construction of a new headquarters fire station that will house the crews and the administration. The new station will address the latest trends in safety for the firefighters and staff.
2. The firefighters are seeking innovative training. The next Deputy Chief will see attending outside training and bringing back information and skills as an essential part of enhancing the health and safety of the operations personnel.
3. Planning for future growth is an ongoing effort. A candidate with a background or experience in strategic planning, community risk reduction and mergers/consolidations would enhance the organizational team.
4. The Granite Falls community is poised for substantial growth when a new sewage treatment plan is constructed, and a construction moratorium is lifted.
5. Granite Falls Fire has recently constructed a new training facility, and there are opportunities to enhance the training for the operations personnel.
6. The paramedic program is stable with the use of single role paramedics. A new Deputy Chief with experience in an ALS program would be beneficial to the agency.
7. An active training program for new part-time and full-time firefighters is in place. However, the agency struggles, like other agencies, with recruitment and retention of part-time members.



THE IDEAL CANDIDATE

Snohomish County Fire District 17 (SCFD17) is looking for a new deputy fire chief that will be a present, engaged and visible leader in the organization. The ideal candidate for this position will be a proven fire service leader, ideally at the level of Captain/Acting Battalion Chief or above, from a similar size or larger agency.

The Fire Chief is looking for an individual who is upwardly mobile, who wants to bring new ideas to the agency, invest in the members and fire district, and sees outside training as important to individual and organizational growth. The ideal candidate will have a high level of experience in EMS management, experience in the collective bargaining process, and exposure to administrative processes.

The new Deputy Chief is expected to place a high value on a respectful, welcoming, inclusive work environment that values all its members. The ideal candidate will demonstrate flexibility and support for members "to do the right thing" when a situation isn't specifically addressed in policy or procedures, be supportive of members for the work they do, and sees delegation and empowerment as a key to the professional growth of the staff.



The ideal candidate will:

- Possess strong management skills, including budgeting, resource allocation, and personnel management.
- Have extensive knowledge of firefighting tactics, techniques, and procedures.
- Have proven incident command experience at emergency scenes.
- Keep the Fire Chief and Assistant Chief informed on issues affecting the agency while advocating for the members and betterment of the entire community.
- Engage in courageous conversations and keep “small issues small” by working closely with the Chief and Assistant Chief and the Captains assigned to platoon duty who are the Deputy Chief’s direct reports.
- Set the pace for accountability by role modeling good behavior and holding themselves accountable to department standards and expectations of performance and expect the same of others.
- Work independently and within a framework provided by the agency.
- Constantly balance the physical and financial needs of the district, continually planning for the future.
- Engage in the community and with staff and demonstrate good character and a high level of emotional intelligence.
- Actively participate in coaching and mentoring of subordinate members that is supportive and emphasizes personal and professional growth.
- Provide and support an environment where it is safe to take risks and is a safe place to learn and make mistakes.
- Build strong relationships inside and outside the agency.
- Take the time to get to know and understand the staff, get a firm grasp on their talents, and constantly assess the agency’s pace for change.
- Learn how Granite Falls does business and keep an open mind to evaluate innovative approaches to service, internal work procedures and other ideas that are developed by staff.
- Excel in oral and written communication, actively listen, and value transparency and innovation.
- Prioritize those closest to the work in the decision-making process, have excellent interpersonal skills, and a good sense of humor.
- Be dedicated, reliable, and an honest broker of information, ensuring clear communication up and down the chain of command.



- Collaborate with shift captains to oversee day-to-day operations with a "firm, fair, and consistent approach."
- Maximize talent by capitalizing on teachable moments, and not be hesitant to take corrective action when warranted.
- Have experience in supervising officers and personnel and promoting a team environment.
- Show confidence in delegating work and provide the necessary resources for success.
- Be approachable, listen for understanding, and have an eye on the future.

EDUCATION & EXPERIENCE:

Minimum Qualifications (Required):

- Ten (10) years of experience in firefighting and emergency medical services.
- Five (5) years of experience as a first response officer, supervising personnel.
- IFSAC Incident Safety Officer.
- IFSAC Fire Officer II – within one year of hire.
- Associate degree in a related field.
- Blue Card Incident Command – within one year of hire.
- NIMS ICS 100, 200, 700, 800.
- NIMS ICS 300, 400 – within one year of hire.
- Proficiency in Microsoft software applications and integrated database programs.
- Skill in managing personnel, work programs, projects, and budgets while achieving results.
- A Washington State Driver's License (or obtain one within three months), and the ability to be insured by the Department's insurance provider.

Any combination of education, experience, and training that clearly demonstrates the required knowledge, skills, abilities, behaviors, and traits to perform the position's essential functions may be considered as a part of the above requirements.

Preferred Qualifications:

- Additional education beyond an Associate degree or equivalent is highly desired, such as a Bachelor's or Master's degree in Fire Science, Public Administration, or a related field.
- Previous experience as a Battalion Chief or other similar position (Shift Commander).
- Experience and involvement in community outreach and engagement initiatives.
- The ability to build and maintain relationships with other agencies, community leaders, and the public is highly valued.
- Experience and training in conflict management and resolution.
- IFSAC Fire Instructor II.
- Demonstrated administrative experience.
- Leadership training.
- Demonstrated service in a combination fire department.
- Washington State EMT Certification.

COMPENSATION & BENEFITS

- **\$127,507 - \$132,607 DOQ**
- 100% Employee & Dependent Paid Healthcare
- LEOFF Retirement
- Deferred Compensation (457) Match
- 4-Day Work Week
- Educational Incentive
- Longevity Pay
- Sick Leave (10 Hours per Month)
- Annual Leave and Holidays
- Life Insurance
- Long-Term Disability Insurance



For more information on Granite Falls Fire, please visit:

www.gffd17.org

Granite Falls Fire is an Equal Opportunity Employer. All qualified candidates are strongly encouraged to apply by **November 26, 2023** (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 and click on "Open Recruitments", select "Granite Falls Fire, WA – Deputy Fire Chief", and click "Apply Online", or click [here](#). Resumes, cover letters and supplemental questions can be uploaded once you have logged in.



www.prothman.com

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