

COLORADO

FIRE CHIEF

\$190,000 - \$210,000

Plus Excellent Benefits

Apply by

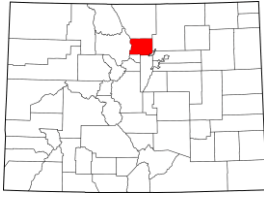
February 23, 2025

(First Review. Open Until Filled)

PROTHMAN



THE COMMUNITY



Boulder County, Colorado is located along Colorado's Northern Front Range and encompasses a diverse array of natural landscapes that transition from the expansive High Plains in the east, to expansive central foothills, to the rugged peaks of the Rocky Mountains in the west. The county seat is the City of Boulder, with other incorporated towns and cities including Erie, Jamestown, Lafayette, Longmont, Louisville, Lyons, Nederland, Superior, and Ward.



With over 200 miles of hiking and biking trails and 43,000 acres of open space, Boulder offers unparalleled access to outdoor recreation. Boulder's proximity to the mountains and Denver creates the perfect balance of adventure and urban convenience, allowing residents to enjoy activities like skiing at nearby resorts, strolling along the Boulder Creek Path, or attending live music at the historic Chautauqua Auditorium.

In Boulder, residents and visitors alike find an exceptional quality of life, where natural beauty, cultural vibrancy, and a strong sense of community come together to create an unparalleled place to live, work, and explore.

The region is renowned for its seamless blend of urban sophistication and outdoor adventure, with year-round opportunities for fitness, arts, and culinary exploration. Frequently named one of the nation's fittest areas, Boulder County enjoys over 300 days of sunshine annually, adding to its appeal. Residents benefit from exceptional public-school systems, a commitment to sustainability. The city of Boulder offers a lively downtown anchored by areas like the pedestrian-friendly Pearl Street Mall, home to diverse dining, craft breweries, wineries, and a thriving arts scene with galleries, theaters, and festivals.

Attracting professionals seeking a work-life balance, Boulder County's amenities and vibrant community draw people from around the globe. With a population of over 330,000, Boulder County is composed of diverse communities that enhance the area's cultural richness. The city is also home to the University of Colorado Boulder, a leading institution in research, education, and athletics, which contributes to a youthful, innovative atmosphere.



THE DISTRICT

Boulder Rural Fire Rescue (BRFR), officially known as the Boulder Rural Fire Protection District, is a Colorado Special District serving portions of northern, western, and eastern unincorporated Boulder County. Sharing boundaries and working closely with the City of Boulder Fire Department, BRFR is a full-service emergency services provider covering approximately 25 square miles and serving 17,500 residents. The District is governed by a diverse five-member Board of Directors.

BRFR responds to a wide range of emergencies, with over 60% of calls being medical in nature. To address these needs, BRFR provides ALS services with paramedics assigned to both the engine and medic unit, ensuring the highest quality of pre-hospital care for our community.

Operating on a 2025 budget of ~\$7.9M, BRFR manages its finances through a single General Fund, which covers all operational expenses. The District maintains an equivalent 1 year budget reserve, and does not have any restricted funds.

BRFR has a staff of 24 career firefighters, one contract firefighter, and a dedicated administrative team. The District's [organizational structure](#) includes a Fire Chief, an Office Manager, and a Wildland Captain assigned to 40-hour workweeks. Shift captains, engineers, firefighters, and paramedics operate on 24-hour shifts, staffing a Type 1 ALS engine and medic unit around the clock. Crews are also trained to cross-staff additional apparatus, including a Type 3 engine, Type 6 engine, or tender, as required by dispatch.



In 2024, BRFR responded to over 1,300 calls. The District operates from one modern staffed fire station and maintains a non-staffed station housing reserve apparatus. In addition to fire and EMS response, BRFR offers Ambulance Services, Car Seat Inspections and Installation, CPR Classes, Meeting Rooms, File of Life, and Permits and Inspections.

THE POSITION

Under the general direction of the Board of Directors, the Fire Chief serves as the Chief Executive Officer and Commander in Chief of BRFR. The Fire Chief is responsible for ensuring the effective, efficient, and lawful operation of the District. This role involves planning, organizing, coordinating, and directing the administrative, financial, and operational activities of BRFR.

The Fire Chief oversees all aspects of the District's day-to-day administration, operations, and finances. The Fire Chief is tasked with implementing all written and oral rules, policies, practices, and procedures established by the Board and fulfilling duties mandated by federal, state, and local laws, regulations, codes, standards, and ordinances. These responsibilities include compliance with the Colorado Special District Act (C.R.S. §32-1-1002), applicable medical protocols, relevant Fire Codes, and Nationally Recognized Standards.

To view the full responsibilities of the position, please view the job description found [here](#).

OPPORTUNITIES & PRIORITIES

- High quality ALS first response and transport, which was added in recent years, is a source of great pride for the agency. Increasing the number of paramedics would support the sustainability of the ALS program and reduce impact on mandatory overtime for personnel certified as paramedics.
- BRFR is currently operating out of a single station that is overseen by a Captain on each shift. The Captain functions as both a company officer and shift commander, and has responsibility for ALS, Training and EMS. An evaluation of the administrative workload is warranted.
- The 2025–2030 strategic plan is nearing completion, and once adopted, the Board will expect the new Fire Chief to oversee its implementation.
- A key focus for the incoming Fire Chief will be to ‘make BRFR the best it can be.’ BRFR has recently begun a “closest unit dispatch protocol” with surrounding agencies. BRFR values its partners and is looking to strengthen its partner relationships.



- BRFR is in excellent financial condition. The District has sufficient reserve funds to replace apparatus and maintain its facilities as needed.
- BRFR recently partnered with Lexipol to update its SOPs and policies. Further efforts are required to ensure these updates align with the agency's current practices and procedures.
- The open window design of BRFR headquarters creates a welcoming atmosphere for the public. Staff are professional and approachable, and customer service is a cultural and agency norm. BRFR fosters a family-like environment of motivated and dedicated individuals.
- The 2021 Marshal Fire left a lasting impact on the region, bringing renewed focus to preparing for and responding to wildland fires. BRFR staff are eager to participate in deployments, and recognize these opportunities as invaluable for gaining critical experience and enhancing preparedness.



THE IDEAL CANDIDATE

Required Education and Experience:

- A bachelor's degree recognized from an accredited institution in fire science, management, or a related field, or comparable experience.
- A minimum of ten (10) years of progressively responsible experience in the fire service including at least five (5) years as a chief officer with management and administrative duties.
- Possess or obtain within 90 days, and maintain, CPR Certification and BRFPD AED training.
- Possess or obtain within 90 days of hire, and maintain Colorado driver's license.
- Possess or obtain within 90 days of hire, certifications in Incident Command System 100 through 400, 700 and 800.



Necessary Knowledge, Skills, and Abilities:

- Proven leadership experience in fire service, including combination and volunteer agencies.
- Ability to serve as a visible, engaged, and present leader within the organization and community.
- Extensive knowledge of fire department operations, including EMS, suppression, fire prevention, fleet management, training, grants, and administrative functions.
- Strong communication skills, both verbal and written, with the ability to actively listen, provide transparency, and communicate effectively with staff, the Board, and the community.
- Skilled in inspiring high performance through mentoring, professional development, fostering accountability, and promoting a positive workplace culture.
- Strong delegation skills with the ability to trust and support team members without micromanaging.
- Experience in setting the pace for accountability by modeling behavior aligned with organizational standards.
- A history of supporting staff with training and ensuring appropriate and reliable equipment acquisition.
- Proficiency in financial and budget management, including long-term planning, advocating for resources, and balancing organizational needs with financial constraints.
- Ability to build and maintain positive relationships with elected officials, board members, organized labor, and community stakeholders.
- Demonstrated success in collective bargaining and fostering strong labor relations with union representatives.
- Skilled in creating a respectful, inclusive, and welcoming work environment that values all employees.
- Ability to adapt to changing organizational needs and prioritize innovative solutions to improve service delivery.
- Strong problem-solving skills with a willingness to pivot and make ethical decisions as circumstances require.
- A commitment to providing clear, proactive, and transparent communication on operational and administrative objectives.
- Ability to engage with staff and the community to build trust and encourage open dialogue.
- Dedication to mentoring and developing staff while maintaining a focus on performance improvement, safety, and service delivery.
- Knowledge of state and federal regulations relevant to fire and emergency services, including grants and compliance requirements.
- High emotional intelligence, demonstrating empathy, humility, and a commitment to building trust and respect.
- Skilled in sharing the reasoning behind decisions and listening to constructive feedback.
- Proactive in fostering collaboration with neighboring fire agencies, stakeholders, and staff.
- A willingness to embrace innovative approaches and evaluate new ideas for service delivery and internal operations.
- Strong organizational skills to balance operational and administrative responsibilities effectively.
- A commitment to ensuring the agency remains fiscally responsible and accountable for community assets.
- Dedication to supporting the chain of command while remaining approachable and connected with staff.
- A sense of humor and a personable approach to fostering a positive and engaging workplace environment.



COMPENSATION & BENEFITS

- **\$190,000 - \$210,000 DOQ**
- Competitive CIGNA 100% paid (Gold) medical policy including dental and vision. Options for upgrading to the Platinum plan with the District paying 85% of the cost.
- An FPPA Defined Benefit Plan & Death and Disability Plan.
- Competitive vacation policy combining an initial grant of vacation and a tiered accrual with service tenure.
- An FPPA 457 Deferred Compensation Plan to which employee can contribute. BRFR will match up to 4%.



To learn more about the
**Boulder Rural Fire
Protection District**, please visit:
www.brfr.org

Boulder Rural Fire Rescue is an Equal Opportunity Employer. All qualified candidates are strongly encouraged to apply by **February 23, 2025** (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 "**Boulder Rural Fire Rescue, CO – 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

206.368.0050