



**INVITES YOUR INTEREST
IN THE POSITION OF**

FIRE CHIEF

The City of Effingham is located in south central Illinois approximately 75 miles southeast of Springfield, Illinois. The City is home to over 12,300 residents. It is the county seat of Effingham County. We are a regional hub for work, shopping, healthcare, and recreation causing our daytime population to double daily. Our location at the intersection of Interstates 57 and 70 attracts many businesses to choose Effingham as their location. Effingham is home to multiple corporate headquarters and manufacturing facilities, along with numerous shopping and recreational opportunities and over 17 hotels and 65 restaurants. With all of the available amenities, Effingham is a great place to live, work and play.

The City of Effingham is a non-home rule unit which operates under a commission form of government. The City Council is comprised of the Mayor and four Commissioners who are

elected for four-year terms. The City Clerk, the City Treasurer, and the Department Heads are all appointed by the Mayor with the consent of the City Council.

FIRE DEPARTMENT

The Effingham Fire Department's mission is to protect life and property from loss, suffering and damage due to fire, rescue situations, environmental and homeland emergencies within the community, as safe as possible through public education, code management, and incident response.

The department is a combination of full-time (career) and part-time (paid-on-call) organization. Currently, there are 15 suppression staff and 13 part-time staff. The administration consists of a Chief, Assistant Chief and an Executive Secretary. Firefighters work 24/48 duty schedule with five personnel assigned to one of three shifts. Part-time



staff respond to the fire station for specific incidents along with off-duty full-time personnel.

The Fire Chief is appointed by the Mayor with the advice and consent of the City Council reporting directly to the City Administrator. This position is responsible for all emergency and non-emergency services provided by the Fire Department and all Emergency Management Agency functions.

The Effingham Fire Department operates out of two staffed fire stations. Available apparatus includes two (2) engines, one (1) squad/engine, one (1) 100' tower ladder, one (1) 77' ladder/quint and six (6) service vehicles. In 2017, the department responded to approximately 700 calls for service. Emergency medical services are provided by a private ambulance company.



IDEAL CANDIDATE

The City is seeking a highly qualified, energetic and experienced fire service leader with effective communication and interpersonal skills. The ideal candidate must have an inclusive managerial style and experience working in a combination

department environment; possess strong relationship-building skills and an open and approachable leadership style to be able to form partnerships and connect with people at all levels.

The City is looking for a leader who is committed to honesty; one who is ethical and capable of garnering the trust and respect of staff as well as that of the public; someone who is committed to creating a culture of collaboration, teamwork, and trust throughout the organization.

A Chief who takes an active interest in the community, engages the residents, and recognizes the values and the culture of the City of Effingham. The ideal candidate should have experience working successfully in a collaborative labor relations/collective bargaining environment. A comprehensive understanding of technical aspects of emergency scene management (Incident Command Systems, MABAS, Illinois Terrorism Task Force/Illinois Emergency Management Agency), fire prevention and education programs, hazardous material response, special tactical response, emergency preparedness management is highly desired. Superior strategic planning skills, fiscal and budget management must be demonstrated.



EDUCATION REQUIREMENTS/OR EXPERIENCE:

- Ten (10) or more years of progressively responsible experience with three years as an assistant or deputy chief or equivalent combination of education and experience, and or any combination of education, training, and experience which provides the required knowledge, skills, and abilities to perform the essential functions of the job.
- Bachelor's degree from an accredited four-year university or college in fire science or related field or equivalent combination of education in Fire Science, Management, Public Administration or closely related field is required. Master's degree or equivalent is preferred.

- Office of the Illinois State Fire Marshal Fire Officer III, Chief Fire Officer, and National Fire Academy Chief Fire Officer certification are highly desirable.

COMPENSATION AND BENEFITS: The starting salary is **\$95,113.00** (*after six months the salary is reopened for review*). The City also provides an excellent benefits package. Residency within Effingham is required within six (6) months.

TO APPLY: The application closing date is **October 1, 2018 @ 5:00 pm CST**. Successful candidates will participate in an Assessment Center process on a date to be announced later. Interested and qualified candidates should apply at once, with resume and salary history, together with a letter summarizing your qualifications, education, professional accomplishments, and a description of the size of the departments and populations where you have gained experience, in confidence to the City's Executive Search Consultant:

Submit all application materials to:
Executive Search Consultant
Illinois Fire Chiefs Association
P.O. Box 7
Skokie, IL 60076-0007
mgriseto@illinoisfirechiefs.org



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www.effinghamil.com

All questions can be directed to: dslivinski@illinoisfirechiefs.org