



VILLAGE OF FLOSSMOOR FIRE DEPARTMENT

FIRE CHIEF



FLOSSMOOR
Welcoming. Beautiful. Connected.

Village of Flossmoor

The Village of Flossmoor, Illinois (population 9,464) is a progressive, mature full-service community located 28 miles south of the City of Chicago. Flossmoor's 3.65 square miles is primarily residential with a mix of older historic housing and newer construction as well as a variety of commercial and office occupancies. According to the 2010 Census, the Village's median population was 47 years old and included 46% Caucasian, 47% African American and 3% Hispanic. Flossmoor boasts a median income of \$101,412 and an average housing price of \$226,700. Homewood-Flossmoor High School is located in Flossmoor with a school population over 3,000 and receives students from Homewood, Flossmoor, Glenwood, Olympia Fields, Chicago Heights and Hazel Crest. Flossmoor residents are well-educated with 55% having not only a bachelor's degree but additional college level education.

Mission & Vision

Residents choose Flossmoor for beautiful homes and neighborhoods, for good schools and easy access to Chicago, for a diverse and inclusive community in a family-friendly small town.

The quality of life in Flossmoor is supported by a fiscally responsible Village government that delivers first-class services, improves infrastructure, assures public safety and attracts homeowners and businesses.

About the

Fire Department

The Flossmoor Fire Department was organized and chartered in 1928. The fire department provides a myriad of services including: Fire Suppression, Emergency Medical Services (EMS), Fire Prevention, Fire Inspection, and Specialized Rescue services. Department staffing is comprised of full-time, contract, part-time, and paid-on-call personnel who respond to over 1,500 calls for service annually. This mix of staffing ensures that quality, cost effective services are being delivered to our residents.



Staffing

The fire department has 6 full-time employees, 45 part-time and paid-on-call employees as well as 6 contract employees.

About the Position

The Village is seeking an experienced and innovative fire service and EMS professional with proven leadership abilities to oversee the management and operations of the organization. The position requires strong communication and interpersonal skills as well as experience in employee relations, budgeting, and policy development. The new Fire Chief must have a creative vision for the future along with the ability to navigate the challenges of day-to-day operations. A commitment to high professional standards is required and experience with a fire department of similar size is important. A management style that combines a focus towards change and results, along with an open, mentoring, inclusive and flexible approach, will be essential for success in this role. The ideal candidate must have experience working in a combination fire department. The Fire Chief must treat citizens and co-workers with the highest level of respect and customer service; be approachable, responsive, accountable and friendly internally and externally.



The Fire Chief is responsible for the operational leadership of the department to include ensuring department employees are trained and deployed appropriately to protect the public, overseeing employee relations and preparing the department to respond to emerging trends and issues in the fire protection and emergency medical services industry. The Fire Chief supervises Building and Zoning Department activities with respect to fire protection, identifying and correcting on-site construction problems as well as representing the Building and Zoning Administrator in his absence.

The Fire Chief is a member of the Village's leadership staff and represents the Village in interagency relationships including regional, state and federal functions. The Fire Chief is appointed by the Mayor with the advice and consent of the Board of Trustees and reports directly to the Village Manager.

Qualifications

Candidates must possess broad and extensive experience in firefighting, including at least ten (10) years of fire department related experience with a minimum of five (5) years at a command level in an organization of similar size and complexity to the Village of Flossmoor Fire Department or any applicable qualifications as referenced in the Illinois State Statute related to the hiring of a fire chief.

The education required for the position will consist of the following:

- ✓ State of Illinois Fire Officer II or Advanced Fire Officer.
- ✓ Associates degree in Fire Science OR
- ✓ A bachelor's degree from an accredited college or university with major coursework in fire science, public or business administration or a related field.

Highly desirable education includes, but is not limited to:

- ✓ A master's degree in Public Administration, Organization Management and/or Business Administration.
- ✓ State of Illinois Fire Officer III or Chief Fire Officer
- ✓ Successful completion of the Executive Fire Officer (EFO) offered by the National Fire Academy.

ADDITIONAL QUALIFICATIONS

Experience in strategic planning, interpretation and enforcement of policies, rules, regulations, standards, strong awareness to the safety of the department's personnel, ability to develop goals and objectives, and priorities for the organization. The fire chief must possess well-developed writing and public speaking abilities; the ability to mentor and foster leadership roles within the framework of a combination department with experience in succession planning. The fire chief must possess the necessary people skills to maintain a harmonious relationship with other municipal departments, outside agencies and the public.

COMPENSATION AND BENEFITS

Salary range is \$113,471—\$141,839. Placement within this range is dependent upon experience and qualifications of the selected individual. The Village also provides a generous benefit package. Within one year of becoming chief, it is preferred that the successful candidate reside within the Village of Flossmoor.

To Apply

The application closing date is December 23, 2020 5:00pm . Successful candidates will participate in an Assessment Center process tentatively scheduled for January 26, 2021. Interested and qualified candidates should apply at once, with a resume together with a letter summarizing your qualifications, education (please include copies of your advanced education degrees/chief-officer level certifications), professional accomplishments, and a description of the size of the department(s) including staffing, call volume, population, and square miles served where you have gained experience in confidence to the Department's Executive Search Consultant.

IFCA

ASSESSMENT & CONSULTING
SERVICES

A Division of the Illinois Fire Chiefs Association



All Candidates submitting materials for consideration are **REQUIRED** to complete an on-line application:
[Village of Flossmoor Employment Application](http://www.flossmoor.org/DocumentCenter/View/285/Employment-Application-PDF?bidId=)
(<http://www.flossmoor.org/DocumentCenter/View/285/Employment-Application-PDF?bidId=>)

Email application materials to:
Executive Search Consultant
IFCA Assessment & Consulting Services
dslivinski@illinoisfirechiefs.org

The Village of Flossmoor is an Equal Opportunity Employer

www.flossmoor.org