



Career Opportunity

Siuslaw Fire & Rescue

&

Western Lane Ambulance District

Fire and EMS Chief

Based in Florence, Oregon

Salary \$102,000 to \$130,914

Applications must be received by 5:00 p.m. PST

Thursday, January 31, 2019

Application Materials are Available at:

www.SVFR.org

The Community

Florence is a community with a population of about 8,500, which soars in the summer months with tourism. We're located on the Oregon coast at the western edge of Lane county at the mouth of the Siuslaw River and Pacific Ocean.



Florence is a picturesque community with beaches, sand dunes, fishing, golfing and sightseeing located on US Highway 101. Just north are Sea Lion Caves and Heceta Head Lighthouse.

Florence has an Elementary School, Middle School and High School along with a campus of Lane Community College.



Peace Harbor Hospital and other medical facilities are also located here. Along with affordable housing and shopping centers, Florence is a very attractive place to call home.



For more information on Florence, please visit: <https://florencechamber.com/> or

[https://en.wikipedia.org/wiki/Florence, Oregon](https://en.wikipedia.org/wiki/Florence,_Oregon)

The Position

The Fire & EMS Chief is an employee of Siuslaw Valley Fire & Rescue, and through an intergovernmental agreement (IGA) is the Director of Western Lane Ambulance District. Both Districts have formed an Intergovernmental Agreement Advisory Committee to provide overall direction and coordination to the Chief. As the Chief serves two Districts, this position is responsible for developing and managing two budgets, preparing reports for two Boards, and participating in two Board meetings each month, in addition to IGA Advisory



Committee meetings. To assist, are a Fire Division Chief, EMS Division Chief and 3.5 Administrative Personnel. Both Districts work cooperatively together to provide Fire and EMS services to our community.

The current IGA has been in place since July 2016, and a new IGA is in the process of being developed which will more clearly outline duties to be performed to each District. The Fire & EMS Chief will play a critical role in developing and implementing the future relationship of the two Districts.

Both Western Lane Ambulance District and Siuslaw Fire & Rescue are independent taxing districts within the State of Oregon, and both are governed by their respective elected 5-person Boards.



Siuslaw Valley Fire & Rescue



The Fire District is a combination career/volunteer organization providing service to about 17,500 permanent residents within 120 square miles. As Florence is a tourist and recreational destination, the weekend and summer influx of visitors greatly increases the number of persons receiving services; plus we provide services to US Highway 101 and State Route 126. The District serves a combination of residential and commercial structures, along with providing rescue services to areas of the Oregon Dunes, State and National Parks, and along the Siuslaw River and several lakes.

The career staff is led by a Fire Operations Division Chief and consists of a 3-person 40-



hour per week duty engine company consisting of a Captain and 2 Firefighters; a Captain/Training Officer; Captain/Fire Prevention Officer; and a SAFER funded Recruitment and Retention Officer; plus the Admin staff that serves both WLAD and SVFR. Our staff supports about 45 active volunteer firefighters and officers working out of 6 strategically located fire stations.



The Fire District responds to about 700 calls per year. Our 2018-19 budget is \$3,348,667.

Visit us at www.svfr.org

Western Lane Ambulance District



Western Lane Ambulance District is organized as a Health District and provides 'single role' paramedics and EMT's to provide EMS and transport services to about 17,500 residents within about 1,000 square miles within our Ambulance Service Area [ASA]. The area includes areas of the Oregon Dunes, and State and National Parks; and includes the communities of Dunes City, Mapleton and Swisshome-Deadwood Fire District. The main transportation routes covered in the ASA include US Highway 101 and State Highways 126 and 36.

The staff is led by an EMS Operations Chief and is made up of 15 full-time paramedics



and 11 part-time paramedics and EMT's. In our goal of providing the best possible EMS services, at least 12 of our paramedics are trained to the level of critical care paramedic. Included in our staff is a Mobile Integrated Health program [Community Paramedic] for a 2-year pilot program. We also provide first aid and CPR classes to our community, and sponsor EMT and Emergency Medical Responder courses to our allied agencies.

The Ambulance District responds to about 3,700 calls per year and the 2018-19 operating budget is \$6,320,070.

Visit us at www.westernlaneambulance.com

The 'Ideal' Candidate

The ideal candidate for our Fire & EMS Chief position shall have a proven track record for providing competent and practical leadership in a Fire and EMS department that values innovation, collaboration, and diversity. The Chief will be a consensus builder, have strong communication skills, and the desire and vision to shape a collaborative culture within our organizations. This individual will be focused on maintaining high standards for performance and maintaining effective relationships within the communities we serve and with our allied agencies.



Desired Leadership Characteristics

- Transparency; readily builds trust and establishes credibility.
- Passion for excellence.
- Accessible and approachable.
- Motivated; self-driven to achieve results
- Professionalism, even in the face of adversity.
- Ability to delegate, trusting employees to accomplish goals and ensuring accountability. Ability and desire to mentor staff.
- Listens to the input from others.

Minimum Qualifications

- Associates Degree in Fire Science, Emergency Medical Services, Business or Public Administration supplemented with Upper Division coursework in Fiscal and Personnel Management.
- Minimum of 10 years progressive structural fire service experience, including a minimum of 3 years at or above the rank of Battalion Chief or equivalent. Minimum of 5 years full-time paid Fire or EMS experience.
- NFPA, IFSAC or Oregon Firefighter 2, HazMat Operations, and Fire Officer 1 or equivalent.
- Completion of ICS 100, 200, 300, 400, and 700 courses.

Preferred Qualifications

- Bachelor's or Master's degree in Public Administration [or Fire or EMS related field].
- NFPA, IFSAC or Oregon Fire Officer 2, 3, or 4 certification or equivalent.
- Graduate of the National Fire Academy Executive Fire Officer Program.
- NFPA, IFSAC or Oregon HazMat Incident Commander certification or equivalent.
- Oregon or National Registry certified EMT or Paramedic.
- Knowledge in the principles, practices and procedures of managing an Ambulance Service Area. Management experience with an ambulance transport agency.

Any combination of training, education or experience that demonstrates equivalent requirements may be considered at the discretion of the District.

For a complete list of requirements, please refer to the position description.

Compensation and Benefits

We are committed to providing a highly competitive compensation and benefits package.

Salary Range [2019] \$102,000 to \$130,914.

We offer a full benefit package including 11 paid holidays, paid vacation and sick leave, medical, dental and vision insurance, short and long-term disability insurance, and participation in Oregon Public Employee Retirement System.



Application Process

Application materials are available for download at: www.svfr.org, by calling us at 541-997-3212 or visiting our Administrative Offices at 2625 Hwy 101, Florence, OR.

A complete application package consisting of:

- Resumé
- SVFR Employment Application
- Supplemental Questions Responses
- Application Packet Checklist

Application packets are considered as incomplete unless these 4 items are included. Applications will be accepted electronically [E-mail], via mail/delivery service or hand delivered.

The deadline for application packets to be received is:

5:00 p.m. Thursday, January 4, 2019

E-mail and mailing addresses are on the [Application Checklist](#)

Selection Process

Applications will be reviewed in early February, and the applications that best meet our qualifications and needs are anticipated to be invited to continue in the selection process by February 15.

The *tentative* schedule for the selection process is:

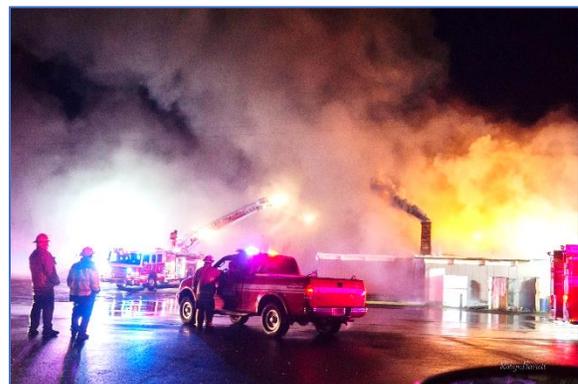
Thursday February 28: We hold the day open for candidates to visit the stations and talk with the crews and staff. We'll provide tours of the area as well as our facilities if desired. We plan a 'Meet and Greet' that evening for our elected officials, staff, volunteers, and community members to meet the candidates.

Friday March 1: All day, Assessment Center testing process.

Saturday March 2: Fire and EMS Board interviews.

A conditional job offer may be made in Mid-March, conditioned on background and reference checks and medical/physical/psychological evaluations

An anticipated start date is negotiable but would like to have the Fire & EMS Chief on board by May or June.



Interested candidates are welcome to visit our stations and talk with our staff.

Questions?? Please contact Interim Chief Steve Abel at 541-997-3212 or via Email at chief-director@svfr.org