

## Fire Chief CITY OF SURREY

Surrey, one of the fastest growing major cities in Canada, is strategically located at the crossroads of the Pacific Rim, Greater Vancouver and the United States. Easy and convenient access to Vancouver International Airport, two international border crossings into the U.S., an excellent transportation network including six major highways, rail and a deep-sea port provide ideal opportunity for transportation of goods and services worldwide - a network essential to the demands of a vibrant City and its growing business sector.

As the leader of the Surrey Fire Service (SFS) and a member of the City of Surrey's senior executive team, the Fire Chief is accountable for the effective delivery of fire suppression, first response, protection, education, prevention and safety services for the residents and visitors of Surrey. He or she works with the SFS leadership team to conceptualize and implement the strategic vision for the department and has overall responsibility for the operations of 15 halls across the city, employing more than 400 professional and administrative team members.

A true relationship builder, the Fire Chief will have a track record of ensuring effective interoperability among first responders, combined with the tact and finesse to work in partnership with senior managers, front-line staff, union leaders, elected officials and the community to create a department that has a positive accountable work culture. During his or her career, the ideal candidate will have gained proficiency in budgeting, developing and implementing business plans, interacting with the media and making public presentations.

Title:	Fire Chief
Company:	City of Surrey
Business Address:	13450 104 Avenue, Surrey, BC V3T 1V8
Location of Work:	13450 104 Avenue, Surrey, BC V3T 1V8
Term:	The position is full-time and permanent
Salary:	CAN \$168,482 to \$198,214
Benefits:	Benefits will include BC MSP coverage, full health and dental, extended health, basic life insurance, long term disability, Municipal Pension Plan
Vacation:	3 weeks holiday

### **Responsibilities:**

- Serves as a member of the City's senior executive team contributing to the development and execution of organizational strategy; supports the City Manager and colleagues in the advancement of City-wide objectives.
- Provides leadership and vision to the SFS.
- Develops a visible, credible and respected profile for the SFS with partners, stakeholders and the public.
- Provides leadership and guidance to the SFS senior management team and ensures that responsibilities and authorities are clearly established.
- Develops and maintains a sound, effective organization structure.
- Develops policies, procedures and plans to ensure the effective delivery of SFS operations and services in alignment with City of Surrey policies and priorities.
- Working with the SFS senior management team, implements the strategic plan and keeps staff and the City updated on progress, variations and adjustments.



- Works with the senior executive team to ensure the SFS is integrated with City operations and services and takes advantage of opportunities for the SFS to leverage its expertise and assets to support City initiatives.
- Works with partners such as the RCMP, BC Emergency Health Services and Fraser Health to ensure enhanced interoperability as it relates to responding to emergency scenarios and public health issues. Looks for new opportunities to collaborate to optimize resource deployment and provide enhanced service to citizens.
- Ensures that the recruitment, selection, training and development of individuals supports the organization's commitment to excellence, diversity and personal leadership.
- Develops positive working relationships with staff; realizes opportunities to increase and enhance communication with staff in a highly decentralized, 24/7 operation.
- In close consultation with the General Manager, Finance, develops the annual SFS budget for approval.
- Responds to major fires and life-threatening incidents as required. This may involve directing operations at a major incident.
- Makes presentations to City of Surrey Mayor and Council, as required.
- Develops and maintains an open, collaborative and productive relationship with the International Association of Fire Fighters local executive.
- Maintains extensive contacts with outside agencies and the community. Attends meetings as the department's representative and meets with citizens, citizens' groups, federal, provincial and municipal departments, health authorities, neighbouring public safety organizations and other fire related agencies.

#### **Specific Requirements:**

##### **Education and Experience**

- An undergraduate degree in business administration and/or a program in local government administration or fire service management. A graduate degree would be an asset.
- Extensive related Fire Department experience in progressively responsible roles in a large, complex, urban environment.
- Experience working with senior civil servants and politicians.

##### **Skills, Abilities & Personal Attributes**

- Excellent communication, interpersonal, written and oral skills combined with a positive energetic and enthusiastic attitude.
- Has played a key role in developing, implementing and evaluating a shared vision and overall strategic plan.
- Able to participate in, facilitate and lead strategic activities in collaborative environments with multiple interests.



- Possesses financial acumen, including experience in developing and presenting operational and capital budgets.

### **Leadership Skills**

- A proven leader of people. Outstanding interpersonal skills and known for dealing with culturally diverse communities in a thoughtful and respectful manner.
- Inspires personal commitment and motivation in others by aligning people toward a single vision and a core set of values. Unwavering in personal and professional ethics, honesty, integrity, compassion, courage, commitment and fairness.
- Demonstrates an effective and positive management style of people and issues. Has exceptional interpersonal skills and establishes and sustains relationships and rapport.
- Has demonstrated success in developing people and is known as an innovator who encourages new ideas and expects continuous improvement in public safety services.
- Is decisive when necessary and willing to make difficult decisions. Understands the line between collaboration and decision making and has a track record of success in building consensus through a positive and constructive work environment.
- Demonstrates leadership by being visible in the community, both at formal and informal opportunities.
- Has a proven ability to bring people of diverse opinions, cultures, backgrounds and abilities together to solve problems and move an agenda forward.

### **How to Apply**

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority.

If you are interested in this opportunity, please visit our website and submit your application to Allison Rzen or Shaun Carpenter at <https://pfmsearch.com/executive-opportunity/city-of-surrey-fire-chief/>.

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