

Fire Chief
Unclassified position
Salary Range: \$123,383.00 - \$175,133.00., - Midpoint: \$149,258.00

Leadership Profile

The City of Riviera Beach is seeking a seasoned public administrator to complement its executive management team. The City is poised for a new beginning and is steadfast in recruiting and attracting professionals who possess the intuitiveness, ethics, integrity, and passion to place “right” above “popular.” This is an opportunity for a competent and credentialed professional who is interested in a challenge to shift the trajectory and rebrand a community that possesses a wealth of potential and endless possibilities.

Opportunity Awaits

Why Riviera Beach? The City of Riviera Beach has the vision to be a community of choice in the southeastern region. The City has set the course to embrace unconventional thought processes along with progressive ideologies in a work environment that promotes superior standards and best practices and also recognizes its personnel as its most vital and precious asset. With the intention of moving toward flawless execution of the plan adopted by the City Council (Riviera Beach 2030), the City has committed itself to excellence at all levels of government.

The Ideal Candidate

The ideal candidate will be a dynamic leader who is driven and determined and possesses an impressive breadth of knowledge and experience in local government management. The council is hereby encouraging individuals with a strong work ethic coupled with the capability to creatively augment operations to seriously consider being a part of this organization’s new paradigm. Finally, if you are committed to being an innovative and creative leader who can think outside the box, then you would be a welcomed addition to the executive management team that is committed to excellence and being the very best public servants.

Community Profile

Geographically, the City of Riviera Beach is a full-service municipal government that is generally located in Palm Beach County, Florida. It is between the cities of West Palm Beach and Palm Beach Gardens. Riviera Beach is home to approximately 30,000 residents and welcomes thousands of visitors annually who experience world-class aquatic adventures such as snorkeling and diving in one of Florida’s most pristine estuaries. The beach provides water enthusiasts with exposure to species that are only found in the beautiful Lake Worth Lagoon. Additionally, within the City is one of Florida’s most active deep-sea water ports, which imports and exports billions of dollars of merchandise and products to and from the Caribbean Islands. Riviera Beach is also home to Palm Beach County’s only cruise line operation, which frequently transports tens of thousands of passengers to the Bahamian Islands on an annual basis. The City is an inclusive community that possesses a rich culture and is poised for substantial economic growth as redevelopment is

knocking at the door. Riviera Beach is also home to multiple recreational opportunities that offer exciting and enjoyable experiences for the entire family. From senior social events to youth sporting amenities, the City of Riviera Beach is an inclusive community that proudly celebrates its value. This opening is available to people of color, women, and individuals with disabilities, who are encouraged to apply. The City of Riviera Beach is an equal opportunity employer that embraces a diverse workforce of talented and hardworking employees who diligently and consistently desire to make positive differences in the organization for the benefit of residents, businesses and guests.

Fire Chief

Under the direction of the City Manager, this position manages and directs the City of Riviera Beach's four fire divisions: Emergency Medical, Fire and Emergency Services, Ocean Rescue and Inspections. The Fire Department possesses a \$13.9 million budget, with 91 full-time equivalent employees. This agency responds to approximately 8,000 calls for service on an annual basis and operates four fire stations that house four suppression and four rescue units. There are approximately 80 sworn positions consisting of firefighters, paramedics, and emergency medical technicians.

The successful candidate will be an excellent and articulate communicator who can work well with the City Manager, City Council, Fire Department personnel and other agencies and industries, especially the community. The candidate must possess excellent verbal and written communication skills and be able to demonstrate independent decision-making abilities in order to balance organizational and community concerns. The City is seeking an individual who is a clear thinker and a proven track record in all aspects associated with fire services, including but not limited to report writing, fire suppression, fire service public relations, emergency medical services, conflict resolution, innovation, and technologies, preplan surveys and inspections. Lastly, the candidate must understand the key elements to attract, retain and recruit the most talented fire professionals in the region.

Minimum Requirements

A master's degree is required from an accredited college or university with major course work in fire science, public administration or a related field. However, the preferred candidate will possess the following: a track record of progressively responsible experience in executive management of a fire department. A minimum of ten years of fire service experience is required, with five years of senior management responsibilities. Executive Fire Officer (EFO) or Chief Fire Officer (CFO) designation is also preferred. Candidate must receive a Certification of Compliance as a State of Florida Firefighter within one year of hire. A valid State of Florida Paramedic Certification is preferred.

The City of Riviera Beach seeks a leader with the ability to establish and enforce clear rules evenly and who will support team efforts.

Fire Chief duties include but are not limited to the following:

- Provides leadership to the Fire Rescue Department, including the development of long-range goals, mentoring and development of subordinates, and service delivery enhancements.
- Plans, develops and directs Fire Department activities, including operations, emergency medical services, training and safety, professional standards, resource management and fire prevention and emergency preparedness and recovery.
- Develops and coordinates the Emergency Management Program for the City.
- Serves as the City's Primary Emergency Management Coordinator by directing the operation of the City's Emergency Operations Center during emergencies.
- Oversees preparation of the annual budget and long-range capital improvement plans. Administers budget in accordance with established City policies and procedures.
- Develops long-range service delivery goals and programs.
- Ensures the enforcement of fire prevention laws, including City Ordinances.
- Has a substantial knowledge base and experience with regard to fire suppression in emergency medical services to include but not limited to fire suppression attacks on marine vessels, etc.
- Reviews and approves training plans and programs to maintain NFPA safety standards, departmental operational efficiency, ISO standards and professional development of employees.
- Develops and empowers employees, resolves conflict and promotes teamwork and communication among shifts, districts and other departments and agencies.
- Oversees human resources objectives such as selection, promotion, discharge and other appropriate personnel actions.
- Ensures department compliance with Collective Bargaining Agreement provisions.
- Maintains effective professional working relationship with employee unions.
- Directs the preparation and analysis of department records and reports to ensure effective and efficient operations and to meet service demands.
- Attends conferences and professional development programs to keep abreast of modern firefighting and EMS methods and administration.
- Is involved in civic and other community groups regarding the activities and programs of the Fire Department to promote public understanding of its work.