



Fire Chief Executive Recruitment

The District

East County Fire and Rescue (ECFR) covers 60 square miles of unincorporated southeast Clark County, Washington, serving approximately 10,426 residents. Clark County, the southernmost in Washington, is the state's fifth most populous, with Vancouver as its county seat and largest city. ECFR was formed in 2006 by merging Clark County Fire Districts 1 and 9.

Governance

ECFR is a fire protection district under Revised Code of Washington (RCW) Title 52, governed by a five-member board of fire commissioners. The board sets policy and directs the fire chief, who manages daily operations and finances.

Mission, Vision, and Values

In 2023, ECFR refined its values and mission and developed a future vision, adopted by the board and integrated into all operations:

- **Values:** Integrity, compassion, professionalism, and equity.
- **Mission:** Improve community safety through education, prevention, and response.
- **Vision:** Continuous improvement.





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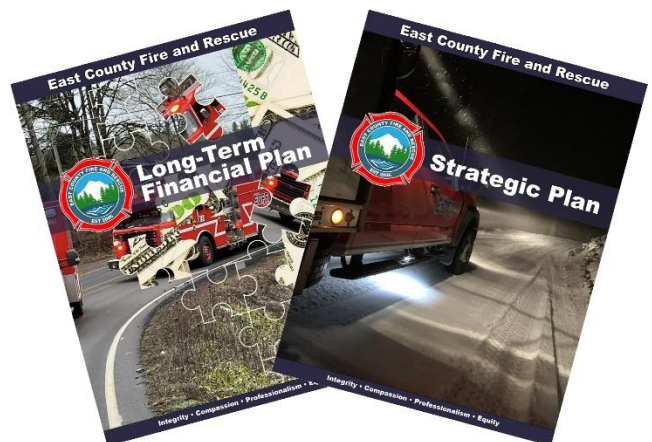
Service Delivery

ECFR is an all-hazards agency providing structural and wildland fire suppression, basic life support emergency medical services, operational level hazmat and technical rescue, and community risk reduction services. Advanced life support is provided by the Camas Washougal Fire Department. ECFR operates three fire stations, two staffed 24/7, with 15 full-time and 20 volunteer personnel. The district's ambulance service is provided by the Camas Washougal Fire Department (CWFD). ECFR collaborates with CWFD, Vancouver Fire Department, and Skamania County Fire District 4 for automatic aid and has mutual aid agreements with all Clark County fire and EMS agencies.



Planning and Financial Management

ECFR has a long-term financial plan, capital projects plan, and a revised strategic plan as part of an integrated planning process. Future work includes development of a community risk assessment, community risk reduction plan, and using Commission on Fire Accreditation International (CFAI) self-assessment model for continuous improvement. ECFR follows best practices in financial management, using a modified zero-based budget process, and received the Government Finance Officer Distinguished Budget Presentation Award for its 2024 budget.





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Fire Chief

The fire chief serves as ECFR's chief executive officer (CEO), overseeing all district operations and programs under board policy direction. Responsibilities include:

- Leadership aligned with district values, mission, and vision.
- Full range of management duties (hiring, evaluations, etc.).
- Compliance with federal and state regulations.
- Fiscal oversight and budget management.
- Identification and development of non-tax revenue sources such as grants.
- Development and enforcement of standard operating guidelines.
- Supervision of key personnel.
- Professional development and mentoring.
- Preparation of comprehensive plans.
- Incident command and collaboration with other agencies.
- Ongoing education and training.

The fire chief serves as a command duty officer and as such must reside within the district or adjacent automatic aid response areas to provide timely response to emergency incidents outside normal work hours.

Experience and Qualifications

- Minimum 15 years in fire and rescue, with at least 5 years in supervisory/management roles.
- Knowledge of strategic level management, operational and financial planning and implementation.
- Effective team building with internal and external stakeholders.
- Experience in labor relations and collective bargaining inclusive of collaborative bargaining processes.
- Baccalaureate degree from an accredited institution.
- Class C Driver's License.
- Washington State Emergency Medical Technician (EMT)-Basic.
- International Fire Service Accreditation Congress (IFSAC) Fire Officer III, IFSAC Hazmat Operations, Hazmat Incident Commander, National Incident Management System (NIMS) ICS 700, 100, 200, & 300, Blue Card Incident Commander, IFSAC Instructor I or equivalent.
- Successful completion of medical, psychological, and drug screening.

Desirable Qualifications

- IFSAC Instructor II, IFSAC Fire Officer IV, Blue Card Incident Command Instructor.
- Master's Degree from an accredited institution.
- National Fire Academy Executive Fire Officer (EFO) Program.
- Chief Fire Officer Designation (CFO).
- Member Grade in the Institution of Fire Engineers (MIFireE)



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Salary and Benefits

Salary Range: \$150,000 to \$170,000. Starting salary depends on qualifications and experience.

Benefits include LEOFF Retirement, 6.2% deferred compensation (no match required), leave benefits, uniform allowance. The fire chief is also provided with a district vehicle.

The Recruitment Process

Please submit a district employment application and supplemental questionnaire along with a letter of interest and resume to dmacias@ecfr.us. Or by mail to East County Fire and Rescue, 600 NE 267th Avenue, Camas, WA 98607 Attention Debbie Macias. The application and supplemental question are available on the district's website (www.ecfr.us/recruitment/fire_chief). Letters of interest and applications will be accepted until 05:00 on Friday, October 4, 2024.

Review of applications, responses to supplemental questions, and resumes will begin the second week of October. Candidates will be evaluated based on the qualifications outlined in the *ECFR Fire Chief Classification Specification*. Candidates who best meet the needs of the district may be invited to participate in a multi-phased selection process, that will include an informal opportunity to meet members of the organization and the East County Community and a series of panel interviews in early November.

Candidate information will be kept as confidential as possible, until such time as interviews are conducted. Approval from the candidates will be obtained prior to any contact with candidate references. A very thorough background screening will be conducted on the final candidate or candidates, which may include site visits to the candidate's current employer. References will be contacted at that time.

Please contact Board Secretary Debbie Macias (dmacias@ecfr.us) or Chief Ed Hartin (ehartin@ecfr.us) via e-mail or by telephone at (360) 834-4908.

ECFR is an equal opportunity employer and does not discriminate based on race, color, national origin, gender, sexual orientation, religion, age or disability in employment or the provision of services. If you require accommodations to participate in the application or selection process, please contact human resources at (360) 834-4908

