



Augusta
GEORGIA
FIRE CHIEF



**EXECUTIVE
RECRUITMENT**

THE POSITION IN BRIEF

The Fire Chief/EMA Director (Emergency Management Agency) is responsible for the overall management and leadership of the fire, Emergency Medical Service (EMS), and Community Risk Reduction, specialized emergency responses and support services of the department. With over 125 years of service to the city and region the ISO Class 1 department operates from nineteen (19) fire stations with 346 personnel providing over 20,000 emergency responses annually supported by an annual budget of \$32 million. The Fire Chief works closely with Commission members, Administrator and Department Directors, city, and regional partners.

The City is seeking a progressive, highly collaborative, and passionate leader to serve as its next Fire Chief. The Fire Chief position is a very visible member of the senior leadership team of the City and requires well-developed leadership abilities and management skill sets that are based upon consensus building and problem-solving.

THE CITY

The City of Augusta, GA (pop. 200,000) established in 1736 is seeking highly qualified candidates for the position of fire chief. Located on the Georgia/South Carolina border, the city of Augusta, GA lies on the Savannah River, which supports its diverse economic endeavors as well as vast recreation options. The city is the center point of the Central Savannah River Area (CSRA), a 13-county region that includes both Georgia and South Carolina. It is located within close proximity to many major southern destinations including [Atlanta](#), [Columbia](#), and [Charlotte](#). In 1996, the City of Augusta (the county seat) consolidated with Richmond County to form [Augusta-Richmond County](#). This consolidated governing body consists of a Mayor and 10 Commissioners. Augusta is perhaps best known as home of the [Masters® Golf Tournament](#) held the first full week in April. The area is also a center for medicine, manufacturing, and Fort Gordon, home to the United States Army Cyber Center of Excellence and host to a multi-service community of Army, Navy, Air Force, Marines, and multi-national forces. In Augusta, history meets high-tech, sports meets with southern hospitality, industry meets with a growing technically-savvy workforce, and a love of the outdoors and recreation meets with a resurgent urban landscape.

The area features a variety of [Hotels, Motels, B&B's as well as Historic Inns](#) for visitors to the area. Whether you're simply window shopping or looking for something special, Augusta has an eclectic mix of [shops, boutiques, malls and galleries](#) at the ready for your shopping enjoyment. Augusta and the surrounding towns have boutique shopping at its finest. Score original works of art, prints, and posters from [Art on Broad](#) located on Broad Street. Pick up a small batch of artisan distilled moonshine and whiskey at [2nd City Distilling Co.](#) in downtown Augusta. Chat with small town shop owners in downtown North Augusta and Aiken. Stroll through the many antique stores in search of golf and [Masters®](#) memorabilia. Visit [Surrey Center](#), an upscale assortment of boutiques and restaurants. Even [Augusta & Co., Augusta's Experience Center](#), carries local and Georgia-made goods.

SNAPSHOT: AUGUSTA'S DEMOGRAPHICS & AMENITIES



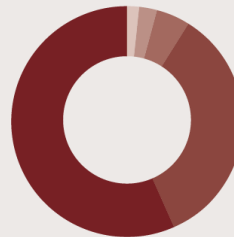
Median age: **33**



Median household income: **\$40,454**



Median home value: **\$108,000**



- African American 56.4%
- White 34.4%
- Hispanic/Latino 4.8%
- Asian 1.8%
- Other 2.5%



The Gainesville urban area is served by [Richmond County School System](#), which has 57 different institutions in the county, most in the Augusta area. Augusta is also home to [Augusta University](#) and [Paine College](#).

Augusta has 6 high quality hospitals, [Dwight David Eisenhower Army Medical Center](#), [Augusta University Medical Center](#), [Doctors Hospital](#), [University Hospital](#), [Trinity Hospital of Augusta](#), and [Charlie Norwood VA Medical Center](#).

ISO – 1 Insurance Rating

Parks and recreational facilities including:

[Augusta Riverwalk](#)
[Bigham Swim Center](#)
[Augusta Aquatic Center](#)
[Newman Tennis Center](#)

31 more Parks and Community Centers can be found at [Augusta.Gov](#)
[Municipal Golf Courses](#)



THE ORGANIZATION

Commission Vision

- Develop a team-centered approach to problem-solving emphasizing effective communications with citizens and among elected officials, as well as establishing continuity of purpose and action for the commission.
- Establish a focus that is city-wide, focusing on the “whole” of Augusta being more than the sum of its individual parts, neighborhoods, or districts.
- Create an environment of respect and trust between commissioners, staff, and the citizens.
- Seek ways to reach out and spread the word regarding the “good news” about Augusta.

Operations Vision

- Create a culture of Performance Management that focuses on assessment and improvement, driven by standards and accountability, and using technology as a critical and essential tool to enhance processes.
- Develop a strategic plan featuring goals that are designed to drive Augusta forward by making the most of business assets, historical heritage, natural resources and local commitment and talent.
- Build budgets that seek new sources of revenue while rewarding excellence and creativity, encouraging fiscal responsibility, and seeking new sources of revenue to mitigate budget challenges in difficult times.
- Establish a citywide culture of customer service at all levels of local government, so that every employee and official considers customer service to be their highest responsibility.

Community Vision

- Seek means for Augusta to be nationally recognized as a global destination of excellence and known as the premier and most talked-about mid-sized city in the country.
- Build our community and tax base by emphasizing economic development and livable, sustainable communities that can grow while protecting our valuable natural resources.



THE FIRE DEPARTMENT

- The department has 346 personnel (Augusta Professional Firefighters Local 3357 represent on shift members), the department operates from nineteen (19) strategically placed fire stations.
- The Fire Chief is supported by personnel made up of (6) in Fire Administration, (3) in Emergency Management, (7) in the Fire Prevention Bureau, (1) in EMS, (8) as Shift Commanders and Battalion Chiefs, (3) in the Training Division, (4) in Logistics, and (4) in Vehicle Maintenance.
- The department proudly has earned an ISO Class 1 PPC rating.
- The department provides advanced life support emergency medical care.
- The department encompasses the following program areas, Fire Prevention, Public Education, Investigative Services, Fire Suppression, Emergency Medical Services, Technical Rescue, Hazardous Materials, Water Rescue, and Airport Rescue Firefighting.
- The department's FY2019 - 2020 budget was \$32,000,000. In 2020 they responded to over 20,000 EMS and fire and emergency service calls.

AUGUSTA FIRE DEPARTMENT MISSION STATEMENT:

“To provide the citizens within our community professional and efficient emergency services by protecting the lives, property, and environment we are sworn to serve.”



THE IDEAL CANDIDATE

- Strong communicator with a humble confidence and approachability, has the ability to bring fresh ideas to the organization, has a high-level of energy, with a versatile approach to interacting with the community, City officials, staff and other stakeholders.
- A person that understands the need for, and how to use, data for problem solving, community risk reduction efforts, and effective communication.
- An engaging, innovative, collaborative, and experienced fire/EMS professional with demonstrated leadership capacity who also excels in the areas of management, interpersonal communication, emergency management, large-scale incidents, and customer service.
- A commitment to the organization and the senior management team of the City.
- The ability and desire to coach and mentor staff in order to foster personal growth and leadership talent.
- A degree in fire science, emergency management, emergency medical services or related fields. A master's degree is preferred.
- A minimum of 10 years' experience and demonstrated leadership in a fire service command position in a department of equal or greater size and responsibility.
- Has the designation of Executive Fire Officer (NFA), Chief Fire Officer (CPSE) or similar certifications.

LEADERSHIP SKILLS AND MANAGEMENT STYLE

- Have experience working closely with all supervisory levels in the department on the development of policy initiatives and strategies for implementing those initiatives with the vision to plan strategically for the community and the region's safety.
- Have a record of being an open communicator practicing transparency in local government whenever possible and a "no surprises" approach with respect to communication with the elected officials.
- Have knowledge of how to effectively utilize information technology, encouraging personnel to embrace technology and its benefits.
- Experience, specifically, in the areas of community health, master facilities planning, large scale events planning and operations, and emergency management.
- Have a record of leading and managing in a fiscally responsible manner and an understanding of how to balance the fire department's operations and other needs within budgetary constraints.
- Be able to develop and recommend administrative, organizational, and operational changes and to assist in the annual preparation of the operating and capital budgets.

- Be able to supervise, participate and support operations including fire prevention, public education, fire pre-planning, building equipment and maintenance as well as reviewing and preparing records and reports.
- Have experience in planning, supervising, and participating in line operations, interpreting and enforcing rules and regulations and policies, evaluating employee performance, recommending and carrying through with personnel actions, recommending the hiring and training of personnel.

MANAGEMENT STYLE AND PERSONAL TRAITS

- Possess complete integrity and exemplify professional and personal characteristics of impeccable behavior which meet the highest ethical standards.
- Possess strong leadership skills, understanding when it is critical to exercise leadership and when to be flexible and adaptable to new ideas.
- Be committed to excellent customer service with the desire to always improve upon the fire department's operations, policies, and procedures in order to remain a high-performing department.
- Embrace the community, the region, and the regional partners with a genuine desire to engage and where appropriate work with residents, businesses, neighboring governmental units, the higher education community and not for profit organizations.
- Project a calm demeanor with the desire to work through issues thoughtfully with an optimism that challenges are surmountable and achievable.
- Utilize strategic planning and goal setting utilizing a team-oriented approach that invites creativity and innovation.
- Be an excellent communicator and a good listener; be someone who honestly and openly seeks and enjoys the input of others.
- Be able to speak at public presentations to community organizations, citizen groups and other gatherings and be able to convey a message in a genuine, transparent manner.





COMPENSATION AND BENEFITS

The salary and benefits for this position are negotiable. The successful candidate must live within the boundaries of August-Richmond County after their acceptance of the position.

HOW TO APPLY

Candidates must apply by March 5, 2021 with resume, cover letter and contact information for five work-related references to www.GovHRjobs.com to the attention of T.E. Sashko, Vice President, GovHR USA, 630 Dundee Road, #130, Northbrook, IL 60062. Tel: (224)282-8313. The City of Augusta, GA is an Equal Opportunity Employer.



EXECUTIVE RECRUITMENT

www.GovHRusa.com



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