



CITY OF AURORA, COLORADO

# Fire Chief

*This is a unique opportunity for a talented, inspiring, and progressive fire professional that is eager to lead in a values-based environment that seeks innovation and superior standards and results.*





## THE CITY

Situated on prairie grasslands, rolling hills and the Black Forest's northern tip, Aurora offers something for every lifestyle, from convenient urban living to master-planned communities. Aurora is a close-knit community with excellent services and amenities. With Buckley Air Force Base, the Anschutz Medical Campus, Fitzsimons Innovation Community, and other major employment centers, the city has thriving aerospace, defense, bioscience, health care, and distribution industries. Aurora is also a global community. People from around the world live, work and have businesses throughout Aurora, creating a culturally rich environment and one of the city's greatest assets.

Long known as the Gateway to the Rockies, this All-American City lies on the eastern edge of the Denver-Aurora metropolitan area. The city boasts spectacular views of the Front Range spanning from Pikes Peak to Longs Peak. And, if you need to travel locally or abroad, Aurora's proximity to three major highways, light and commuter rail lines, and Denver International Airport makes it not only accessible, but a short commute to the world.

More than 398,000 residents and 10,000 businesses choose to call Aurora home, making it the third largest city in Colorado and the 51st largest in the United States. The city covers 160 square miles and is located within three counties, Arapahoe, Adams, and Douglas, with 74 square miles of land inside city limits still undeveloped. Aurora's diversity as a majority-minority city, where no one ethnic group is the majority population, is reflected in its many ethnic and independent restaurants and thriving arts scene.

Aurora provides access to quality education, with five school districts and nine campuses of higher learning meeting the instructional needs of residents and those beyond the city limits. Aurora is the only place in Colorado where students can get a Doctor of Medicine degree.

Aurora's climate is mild and dry, offering residents and visitors ample opportunity to get outside, stay fit, and enjoy all that Colorado living has to offer. Aurora has five golf courses, two reservoirs, more than 97 parks, and over 4,000 acres of open space and trails. Situated at the foot of the Rocky Mountains, Aurora is a gateway to all Colorado has to offer.

## GOVERNANCE

The City of Aurora is a full-service city governed by a council/manager form of government, which combines the political leadership of elected officials with the managerial expertise of an appointed local government manager. The Aurora City Council is comprised of the mayor and 10 city council members. Of those 10 members, six members represent one of the six wards that section the city. The remaining four members are elected at-large, like the mayor, to represent the city. The city of Aurora has 30 boards, commissions, committees, and authorities composed of citizen volunteers appointed by the Aurora City Council. The City Manager is appointed by and reports to the mayor and City Council.

## THE ORGANIZATION

It is an exciting time to work for the City of Aurora, we're growing and looking for dedicated and collaborative individuals to join our team of talented and valued employees. Excellent organizations have a set of principles, or core values, that are used to implement their mission and vision. Those values represent the touchstone for the organization, guiding the decisions of the individuals and the organization. At the City of Aurora, we demonstrate our excellence by modeling the CORE 4 Values of: Integrity, Respect, Professionalism, and Customer Service, and we welcome all who share these values to apply.



## WHY WORK FOR AURORA?

- ◆ Make a difference in the lives of real people everyday
- ◆ Diverse Community
- ◆ Competitive total compensation package
- ◆ Well-Funded General Employees Retirement Plan
- ◆ Light rail stations minutes away
- ◆ On-site fitness center and wellness programs
- ◆ Internal educational programs to assist with career advancement
- ◆ Access to innovation workspaces and remote work opportunities

For further information, please visit the city's website at [www.auroragov.org](http://www.auroragov.org)

## AURORA FIRE RESCUE

Aurora Fire Rescue (AFR) is responsible for ensuring a safe community within the City of Aurora by providing protection of life and property threatened by medical emergencies, fires, hazardous materials, severe weather conditions, and all other natural or man-made catastrophes. Created in 1907 as a volunteer department, the City of Aurora hired its first paid firefighters in 1951. In support of its vision to be a diverse, full-service organization that embraces the community through compassionate response and risk reduction

Aurora Fire Rescue is an all-hazards department, with a full-time employee (FTE) personnel staffing level of 441, and a total annual budget of \$72.8 million. Resources include 17 Engines, 6 Ladder Trucks, 4 Rescues (medical support units), and several ancillary resources to provide emergency service to the citizens of Aurora. The department has a total of 17 stations. The city works with Local 1290 as the exclusive bargaining agent on behalf of the Aurora firefighters. The department responded to 1,276 fire incidents, 39,270 EMS/Rescue calls, 571 hazardous condition incidents, 5,133 service calls, 6,536 good intent calls, and 3 severe weather calls during FY 21-22.

Aurora Fire Rescue is an "ISO Class 1" rated department, which is the highest possible public protection classification. The department is also a long-standing accredited agency through the Center for Public Safety Excellence. Major divisions within the Fire Department include Fire Emergency Services, Fire Emergency Management, Community Engagement, Fire Inspections and Investigations, and Professional Development and Support.

**Fire Emergency Services** is responsible for firefighting and rescue activities as well as providing both advanced and basic medical assistance.

**Fire Emergency Management** develops the citywide emergency plans, provides preparedness trainings, and ensures that recovery systems are established for our community.

**Community Engagement** is the department's interface with the public and includes public information officers, recruitment, and a community health education program.

**Fire Inspection and Investigations** conducts inspections to ensure fire code compliance.

**Professional Development and Support Training** provides basic firefighting training to new recruits as well as continuing education for all incumbent firefighters.

## KEY AREAS OF FOCUS

The City of Aurora continues to grow and with it the calls for service continue to rise as well. Aurora Fire Rescue has focused on developing strategic goals, initiatives, and objectives to guide and equip the department successfully in addressing the opportunities and challenges ahead.

The goals include improving emergency response operations by adding additional resources commensurate with increased call volume and response time benchmarks in compliance with the new NFPA 1710 standard that was effective in 2021. Improving training and support services is also a key initiative for the department by maintaining the adherence and compliance with the Aurora Fire Rescue







Training Plan. Accreditation continuation and implementing new department-wide technology platforms are also key areas to ensure the department is leading a “best practices” department.

The department places a high value on community engagement through social media for Aurora Fire Rescue, external communications, department recruiting, lateral hiring, the scheduling and coordination of all community events, fire station tours, educational presentations, as well as representing Aurora Fire Rescue on multiple committees and coalitions. The department also offers a number of community programs such as Car Seat Safety and Free Smoke Alarms, along with Camp Spark and Community Fire Academy that provides a hands-on experience of how Aurora Fire Rescue operates, including hands-on participation and inspiring leaders in the fire service.

Life safety and fire prevention is a high priority of Aurora Fire Rescue by providing information and educating the public with the intent of improving safety within the city of Aurora and ensuring a safe community. Such programs include fire and life safety inspections of commercial properties, the fire affect program educating juveniles ages 8-17 on the misuse of fire, fire safety programs to educate residents in their own homes, as well as outdoor fire prevention programs to name a few.

## THE IDEAL CANDIDATE

The ideal candidate will be a dynamic, present, and engaged servant leader with proven fire and EMS services administrative experience in a medium to large sized urban setting. Competitive candidates will have dedication, professionalism, and a strong commitment to the safety of our community and firefighters. It is imperative that this new

leader has demonstrated a proactive approach to creating mutually beneficial partnerships in the community and the fire profession.

The future Fire Chief shall bring innovative, contemporary, and fresh ideas to the department, be experienced in assessing fire and EMS service models and staying abreast of current trends. A strong, transparent, and inclusive leadership style that fosters a culture of respect and consistent accountability will serve the chosen candidate well. The preferred successful candidate will have managed in a highly resourceful manner during challenging fiscal times and be known for his/her attentiveness to responsiveness, efficiency, and effectiveness.

Impressive candidates will also exhibit the following competencies and characteristics:

- ◆ **Inspirational Leadership** – Forward thinking, visionary; optimistic “can do” attitude; Serves as an effective mentor and coach; Empowers a diverse workforce; creates an environment where ideas are fostered and nurtured; exhibits engaging and approachable behavior; listens attentively to understand the needs, intentions, and values of others
- ◆ **Community Collaborator / Politically Astute** – Successfully engages with the City Leadership, Mayor and Council, Department Directors, external stakeholders, and civic leaders; maintains positive, productive community partnerships and collaborations; maintains relationships with elected officials and agencies



- ◆ **Communication Skills** – Exceptional listener; outstanding communicator with exceptional interpersonal, analytical, written, verbal communication, negotiation, and presentation skills; handles sensitive situations with tact and diplomacy; transparent manager of people who provides clear expectations and fosters a culture of personal accountability
- ◆ **Strategic-Thinking** – Has patience and perseverance to foster a vision and direction for the city; seeks “best practices” and trends for continued growth and relevance; develops short and long-range plans, strategies, priorities, goals, and objectives
- ◆ **Adaptable and Manages Change** – Able to adapt to ongoing challenges and capable of pivoting and re-directing when necessary; ability to manage teams in crisis; talented problem solver
- ◆ **Results Oriented** – Improves and sustains superior project and program delivery; maintains and builds high-performing teams that hold themselves and staff accountable for their performance; delegates appropriately; makes financially-sound decisions; optimizes resources; pursues aggressive, achievable goals and works strategically to achieve them
- ◆ **Problem-Solving and Strategic Thinking** – Demonstrates the ability to analyze, interpret and effectively identify and solve problems; makes informed decisions, and successfully addresses complex organizational challenges; provides/implements creative solutions and provides direction by clearly and effectively setting courses of action
- ◆ **Financial Acumen** – Ensures adherence to generally accepted accounting principles, and related budget and financial matters; understands and can manage operations within budget constraints; experience with all forms of government finance mechanisms
- ◆ **Talent Management** – Demonstrates the ability to attract, recruit, align, develop, and retain a diverse talent pool.

## MINIMUM QUALIFICATIONS

- ◆ A Bachelor's Degree in fire science, business administration, public administration, or related field.
- ◆ At least 5 years progressively responsible experience in senior command level experience in a large fire department.
- ◆ At least 3 years supervisory/managerial experience.

## COMPENSATION AND BENEFITS

The salary range for this position is **\$177,110 - \$263,557**  
 The hiring range for this position is **\$177,110 - \$210,846**

The city also offers an attractive benefit package. To learn more, go to: [https://www.auroragov.org/city\\_hall/working\\_for\\_the\\_city/benefits\\_retirement](https://www.auroragov.org/city_hall/working_for_the_city/benefits_retirement)

## APPLICATION PROCESS AND RECRUITMENT SCHEDULE

To be considered for this exceptional career opportunity, submit your resume, cover letter, and a list of six work-related references (who will not be contacted without prior notice) by **Tuesday, November 1, 2022**. Please submit your materials to: <https://www.cpsshr.us/recruitment/2093>.

For additional information about this position please contact:



KYLIE WILSON  
 Senior Executive Recruiter  
 CPS HR Consulting  
[kwilson@cpsshr.us](mailto:kwilson@cpsshr.us)  
 Website: [www.cpsshr.us](http://www.cpsshr.us)

Candidates deemed to have the most relevant backgrounds will be invited to participate in a preliminary screening interview with the consultant. Those individuals determined to be best suited will be invited to participate further in a formal assessment process. An appointment is anticipated upon the completion of comprehensive reference and background checks.

