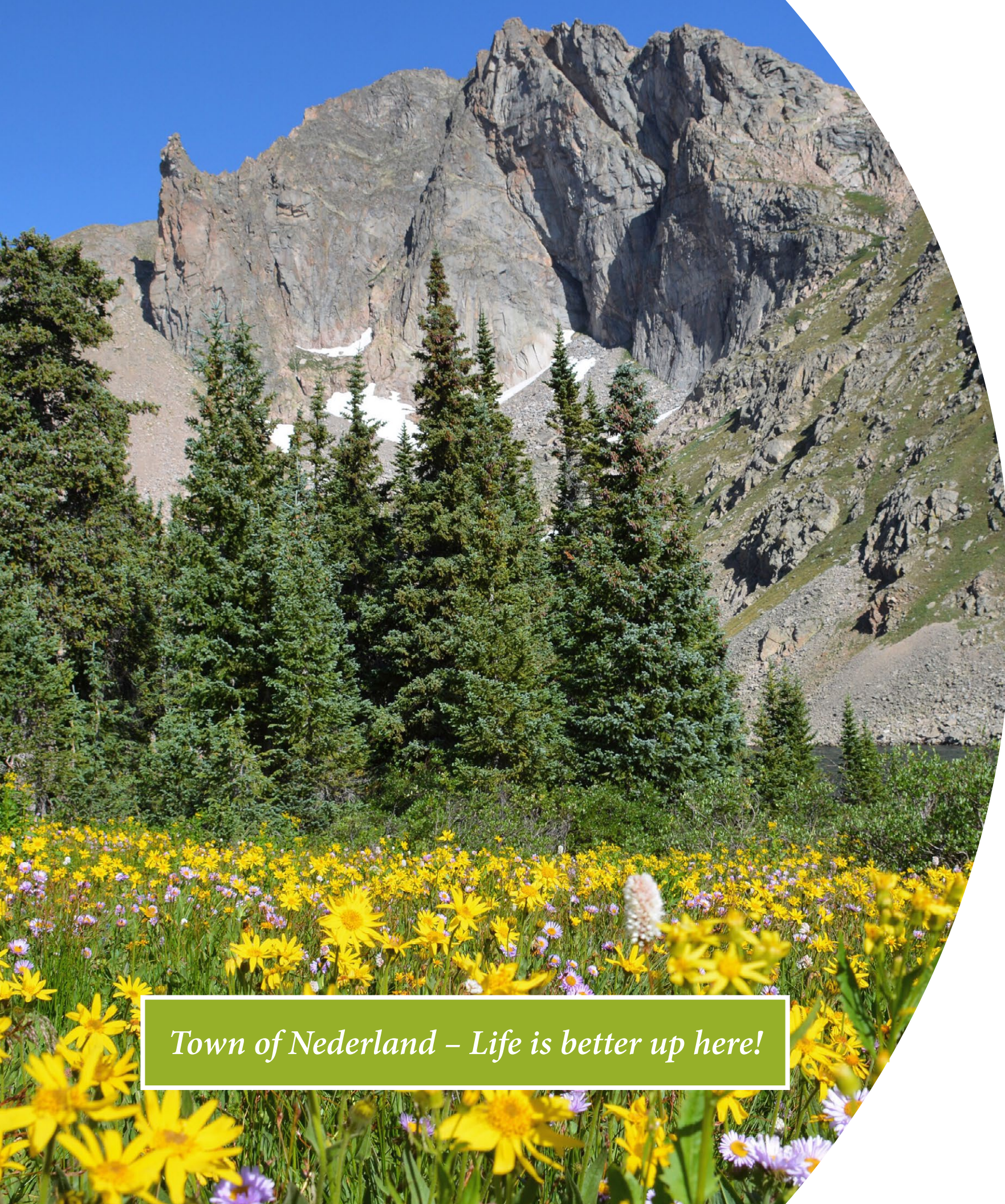




NEDERLAND FIRE PROTECTION DISTRICT

# Fire Chief





*Town of Nederland – Life is better up here!*

## ABOUT THE TOWN OF NEDERLAND

Nederland, Colorado is a picturesque mountain town nestled 17 miles west of Boulder, 20 miles north of Black Hawk and 41 miles south of Estes Park along the Peak-to-Peak Highway in the Rocky Mountains. Nederland (NED-ər-lənd), a statutory town established in 1874 with a population of approximately 1500, has something for everyone. Their world-class mountains offer a scenic view of the Indian Peaks wilderness and a wide array of hikes for people of all skill levels. Around town, their relaxing trails will help you discover what makes Nederland such an unforgettable destination. They have a variety of restaurants, cafes, and shops, as well as unique family-friendly attractions that can't be found anywhere else.

Nederland sits in a valley created by a glacier thousands of years ago. The original inhabitants included the Ute and Arapahoe tribes. They used the valley and river left behind by the glacier to hunt and forage in the summer months as the herds traveled to higher terrain. The main park is named after the wife of Chief Ouray of the Tabeguache (Uncompahgre) Ute tribe. Chipeta was known as the “Ute Peacemaker” and would often attend tribal council meetings with her husband which was highly unusual. She was inducted into the Colorado Women’s Hall of Fame for her contributions as a leader and negotiator alongside her husband. The couple was credited with many treaties between the government and the Ute tribes, even traveling to Washington, D.C. to represent the Ute people as head chief. Chief Ouray died in 1880 and Chipeta continued on as a respected leader and advocate for her people.

The first non-native hunters and trappers looking for beaver pelts found their way to the area in the early 1800s. A relatively flat area with a good water source and ample wildlife, the valley was an attractive place for early settlers. In the mid-19th century, the first white homesteaders who settled here gave it a variety of names. First known as Dayton, then Brownsville, and in 1871, when the first post office was located here, it was called Middle Boulder. That was the same year Abel Breed bought the silver-rich Caribou Mine and decided to bring his ore from Caribou Hill to the “warmer” climate of Middle Boulder for milling. It was also the same year the Boulder Canyon Road was completed, though it would be nearly forty years before the first automobile (a Stanley Steamer) would make the difficult trip up from Boulder in 1910.

While staying in Nederland, you can venture out and enjoy a wide variety of activities, ranging from driving Trail Ridge Road in the Rocky Mountain National Park (the mainland’s highest paved road), to skiing at Eldora Mountain Resort, to trying your luck at the gaming tables in Central City or Blackhawk, to enjoying some of the nation’s finest restaurants in Boulder. Nederland’s central location as the hub of the Peak-to-Peak Community makes it the perfect jumping off point for your Rocky Mountain adventures.





*Our mission is to serve.  
We serve the Nederland community  
and its visitors by providing  
competent, compassionate Fire,  
Rescue and EMS services.*

## THE DEPARTMENT

The Nederland Fire Protection District (NFPD) is not operated by the Town of Nederland because it serves a larger fire protection district and is financially supported through property taxes collected throughout that district. As a special district, the Nederland Fire Protection District is governed by the Colorado Revised Statutes Title 24 Article 72 Public Records Act. The majority of emergency responders within the department are volunteers. While the department has some paid staff positions, volunteers are the backbone.

There are three stations in the department. Station One houses the administrative offices, crew quarters, training room, and a majority of the department's apparatus. During normal business hours it is staffed with an Administrator, Fire Chief, part-time Mechanic, and an on-duty Captain. The Captains work rotating 48 hours on / 96 hours off schedule so that someone is on duty 24/7 except for sick call and vacations. Station Two, also known as the Ridge Rd. sub-station, is a volunteer staffed station located at 2815 Ridge Road. Station Three, also known as the Eldora sub-station, is a volunteer staffed station located at 555 Eldorado Ave.

The department responds to approximately 430 calls for emergency services annually. The majority of 911 calls are actually Emergency Medical Services (EMS) related rather than Fire related. Sometimes these are straight forward ambulance calls, but also include motor vehicle accidents, backcountry rescue of either lost or injured individuals, or even carbon monoxide poisoning from defective furnace piping. EMS calls account for 65-70% of the annual call

load. The department also responds to structure and wildland fires, motor vehicle crashes, extinguishes many abandoned campfires, and responds to various odor or potentially hazardous leak situations. The department also provides fire safety education to approximately 200 children annually as well as various fire code inspections, permitting, and other public safety functions.

The Nederland Community Wildfire Protection Plan provides a comprehensive assessment of the wildfire hazards and risks in the Nederland Fire Protection District and upper Magnolia Road (which is covered by Timberline Fire Protection District). This plan provides critical information that informs wildfire mitigation projects undertaken by the Town of Nederland, Boulder County, the USDA Forest Service, and private landowners in the area.

Nederland Fire provides a wide range of emergency services to an estimated 56 square miles, including the Town of Nederland, the town site of Eldora, the Eldora Ski Area, and a vast expanse of public lands.

Nederland Fire also responds to neighboring fire departments to assist whenever needed. When staffing and equipment availability permits, they assist on large scale wildland fires such as the 4-Mile, High Park, Black Forest, and other large fires. The primary directive is to protect the community; however, during time of need, sending crews to endangered areas provides critical help to these communities while obtaining skills and knowledge for use in our community.



## CHALLENGES AND OPPORTUNITIES

The Nederland Fire Protection District offers an array of challenges and opportunities for the next Fire Chief. Firefighters in the district are exposed to a diversity of rescues and calls, offering the Chief an opportunity to train, mentor, and lead the team in a variety of areas. There are opportunities to modernize the department, transforming it from its old school focus to a 21st fire and emergency service model. The existing staff, both paid and volunteer, have been through difficult times, and while things are improving a new Chief has the opportunity to help the team heal and work together collaboratively. Lastly, relationships between the Town and the department have been strained in the past, providing an opportunity for a new Chief to improve relationships with the Town and the community that have been lacking.

The Fire Chief is appointed by, and responsible to, the Nederland Fire Protection District Board for the effective, efficient, and legal conduct of the fire department and its employees. Responsibilities include planning, organizing, and directing all aspects of the fire department including supervision and evaluation of all paid and reserve personnel, including employee safety, training, and job performance. The Chief also develops and proposes to the Board the department's annual budget and is responsible for development and implementation of a strategic vision.



OUR MOTTO

*Prompt, Professional, Proud, Safe and Courteous – EVERY CALL*





## THE IDEAL CANDIDATE

In addition to being an experienced fire fighter, the Fire Chief must be a skilled administrator and proven leader. A variety of issues come across the desk of the Chief which include personnel and budget issues. The next Chief will need to demonstrate the ability to lead, motivate, and support the healing of a team that has been divided in the past.

Further, the Fire Chief will need to demonstrate sensitivity to the community. He or she must be open and thoughtful in addressing a variety of different perspectives and opinions from the public and the Town, with a focus on developing relationships and finding common ground.

Internally, the Chief will seek to actively bridge administrative and operational issues, with a focus on modernizing processes and procedures. He or she will value the perspective of employees and work collaboratively to ensure a safe, motivated, and professional workforce, including providing training opportunities and offering succession planning strategies. At the same time, the Chief will think strategically about the department's needs and develop a long-term vision for the department.

Additional characteristics being sought include:

- » Proven leader with high emotional intelligence and an understanding of how to manage in a challenging environment.
- » Experience in all hazard mitigation including structural firefighting, emergency medical services, technical rescue, and hazardous materials as well as experience in wildland firefighting.
- » Demonstrated personnel management skills, including the ability to motivate, encourage, support, and coach staff to optimum performance, including recruiting, working with, developing, supervising, and leading volunteer personnel.
- » Demonstrated ability to perform and lead others calmly and efficiently in crisis situations while showing respect for human and community diversity.
- » Demonstrated ability to establish, develop and sustain key working relationships and work collaboratively and effectively with the Board and the workforce, as well as through collaborate relationships within the community.



## EDUCATION AND EXPERIENCE

Graduation from an accredited college or university with an associate degree AND at least 10 (ten) years of progressively responsible fire service experience that includes a minimum of two (2) years in a fire department leadership position as Captain or higher. A current Colorado State Emergency Medical Technician (EMT) or Paramedic certification is required. The successful candidate must possess and maintain a valid State of Colorado driver's license or obtain within three (3) months of hire and must be capable of responding to District Headquarters within sixty (60) minutes when made aware of a serious or expanding incident or called when requested.

Graduation from an accredited college or university with a bachelor's degree in Fire Science, Fire Service Administration, Public Administration, or a related field, is preferred, as is experience in fire prevention and investigation. Experience with grant programs, grant writing and grant administration with both local and federal such as FEA, SAFER, and AFG grants is also desirable. NWCG Engine Boss certification, NFA Executive Fire Office (EFO) certification, and/or certification as a Fire Investigator I are all highly desirable.

The Nederland Fire Protection District is an Equal Opportunity Employer and values diversity in its workforce. Applicants selected as finalists for this position will be subject to a comprehensive background check.



## COMPENSATION AND BENEFITS

The Nederland Fire Protection District offers a competitive salary range of **\$102,500-\$127,500**. Actual salary will be dependent on the qualifications and experience of the successful candidate. As well as offering competitive pay, an exciting work environment, and a great location, the District offers an exceptional benefits package including:

- » 8% FPPA match,
- » Healthcare at 100% for employee & 50% dependents,
- » Dental insurance,
- » Disability insurance,
- » 200 hours vacation (maximum 200 hour carry over),
- » 48 hours sick leave (maximum carryover up to 600 hours) ,
- » and support for outside speaking and teaching events.

## APPLICATION AND SELECTION PROCEDURE

To be considered for this exceptional career opportunity, submit your résumé, cover letter, and a list of six work-related references (who will not be contacted without prior notice) by **October 25, 2021**. Résumé should reflect years and months of employment, beginning/ending dates as well as the size of staff and budgets you have managed. Please submit your materials to:  
<https://www.cpsshr.us/recruitment/1861>

For additional information about this position please contact:



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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.

