



## Fire Chief Cripple Creek, Colorado

**Hiring Range: \$79,462 - \$93,485 DOQ**

Deadline: Open until filled; application review will begin Friday, June 25, 2021

Apply at [www.cityofcripplecreek.com](http://www.cityofcripplecreek.com)

### The Position

The City of Cripple Creek, Colorado is pleased to announce their search for a new Fire Chief. The next Chief will have the opportunity to lead the Fire and Emergency Services Department into the future, which will include continuous period improvements of the strategic plan and keeping the residents and visitors safe.



The Department includes three primary areas of responsibility: administration and risk management, fire prevention and fire operations. The Fire Chief responds to incidents and provides management for large or complex incidents. The Fire Chief is appointed by the City Council and reports directly to the City Administrator. The Department consists of 13 full-time including the Chief and up to 10 part-time firefighters, a Fire

Corps, and currently operates utilizing a three-platoon system on a 48/96-hour schedule. The Department budget for 2021 is \$1,242,029.

### The Community

The City of Cripple Creek occupies approximately 1.5 square miles on the southwestern slope of Pikes Peak in Colorado's majestic Rocky Mountains. Sitting at 9,494 feet above sea level, the City is located only forty-four scenic miles southwest of the City of Colorado Springs. The first homesteaders arrived here in the mid-1800's, and when Bob Womack, a ranch hand, discovered gold in 1890, the gold rush was on and the area earned the name "The World's Greatest Gold Camp." By the 1920's, only 40 of 500 gold mines remained in operation, and in the 1940's, the City began to promote itself as a tourist destination. To help preserve the historic nature and visual history of the City, limited stakes gaming was introduced in 1991. Today, Cripple Creek boasts as a full-service City and tourist destination and is a good neighbor to Colorado's largest operating modern gold mine. Along with a friendly and neighborly atmosphere for residents and visitors, the City offers the excitement of limited stakes gaming, family-oriented attractions and activities, outdoor adventure and the opportunity to step back in

time while enjoying the rich history of the City and surrounding area. Because our vibrant City with 1,200 year-round residents never sleeps, and with more than one million visitors each year, several of our City services, including fire services, equal those of a much larger City. Cripple Creek is designated as a National Historic Landmark, and in 2017, was voted one of Trip Advisor's "20 Best Summer Vacation Ideas."

### **The Organization**

The City of Cripple Creek, incorporated in 1892, is a statutory City organized under provisions of the Colorado Constitution and is the county seat of Teller County. The City government consists of a Mayor and 4-member City Council, with a City Administrator responsible for carrying out the policies and ordinances of the City Council. The City employs 78 full-time, 39 part-time and 4 seasonal employees and has a 2021 total annual budget of \$9,555,753 with the general fund comprising \$7,302,648 of that amount.

### **The Ideal Candidate**

The City is seeking a professional fire services leader with proven leadership and supervision skills. Candidates must have demonstrated a record of leadership and a commitment to proactive, hands-on, participative management and possess excellent interpersonal, problem solving, communication, and financial management skills. The next Chief will have a varied professional fire background that demonstrates success in working with diverse communities while providing leadership in a professional fire agency engaged in collaborative community partnerships, including effective partnerships with other agencies in the area, and up to the Federal level.

### **Competencies and Personal Characteristics**

- Collaborator-will be part of the City of Cripple Creek's Executive Team
- Excellent communicator
- Has a non-autocratic, participative leadership style
- Political acumen-ability to maneuver complex political situations effectively
- A reputation for honesty and being trustworthy, approachable, and dependable
- Ability to influence organizational change within the department and the City
- Advocate for utilizing technology to improve efficiency and effectiveness
- Knowledgeable in best practices and how to implement them
- Decisive-makes decisions based on analysis, experience, and professional judgment
- Consensus builder-both internally and with the community
- Highly visible and engaged leader with confidence, bearing and respect
- A champion of the Fire and Emergency Services Department and its members



### **Minimum Qualifications**

The position requires any combination of education and experience equivalent to a Bachelor's Degree from an accredited college or university in Fire, Public or Business Administration or a related field, and ten years of progressively increasing leadership experience with a career department. Five years of experience as a chief officer is preferred, but not required. Must possess a current and valid Colorado Driver's License or obtain one within 30 days of appointment.

Must currently have and maintain the following certifications, or the highest level of certification required to maintain the certification series: IFSAC or PRO Board Accredited Fire Officer I or obtained within 1 year of appointment (waived if EFO); Colorado or National Registry EMT-Basic; NIMS ICS 100, 200, 300, 400, 700, 800 (within 60 days of appointment). National Fire Academy Executive Fire Officer and Chief Fire Officer Accreditation preferred.



### **Compensation**

The hiring range is \$79,462-\$93,485, depending on qualifications, with an excellent benefit package.

### **How to Apply**

Applications will be accepted electronically from Thursday, June 3, 2021 until the position is filled. Please email your packet to [hhildebrand@cripple-creek.co.us](mailto:hhildebrand@cripple-creek.co.us); the packet must include a cover letter, city application, resume, and six professional references. The City of Cripple Creek is an equal opportunity employer.

### **Questions**

Questions should be directed to Carol Stotts, Human Resources/Risk Management Director at [cstotts@cripple-creek.co.us](mailto:cstotts@cripple-creek.co.us) or Heather Hildebrand, Human Resources/Risk Management Technician at [hhildebrand@cripple-creek.co.us](mailto:hhildebrand@cripple-creek.co.us), both can be reached at 719-689-3469.