



# FIRE CHIEF



# Golden is a beautiful place to call home!

**Motto:** “Where the West Lives!”



## THE COMMUNITY

Picturesquely situated in the foothills of the Rocky Mountains, the City of Golden, Colorado, is a thriving community that is home to 21,000 residents who enjoy a high quality of life, world-class outdoor adventure opportunities, a flourishing arts and cultural scene, and a superior public education system. The City is located in Jefferson County and boasts great connectivity, with easy access to I-70, Highway 6, Highway 58, and US 40. Golden is only 30 minutes from downtown Denver by car or light rail, providing convenient access to additional cultural, business, and entertainment attractions.

Founded in 1859, Golden was the territorial capital of Colorado from 1862 until 1867. Today, the City covers approximately nine square miles, with stunning natural vistas in every direction. Nestled between the mountains and two scenic mesas, you're guaranteed a beautiful backdrop no matter where in Golden you are lucky enough to find yourself. Residents and visitors alike are captivated by Golden's small-town charm and pristine beauty, which the City continues to preserve while offering an eclectic mix of modern amenities.

For outdoor enthusiasts, Golden is truly a paradise. The City has 24 miles of trails connecting to vast, open spaces and is nationally recognized for being bike and pedestrian-friendly. Clear Creek runs through the heart of Golden and attracts kayakers, tubers, fishermen, and sunbathers. In the winter, Golden makes a great basecamp for skiers headed to the many ski resorts in the area. The hills closer to home also supply miles of trails for snowshoers and cross-country skiers. Avid golfers delight in Fossil Trace, an award-winning golf course featuring large, undulating fairways and greens paired with treacherous greenside and fairway bunkers, and kids of all ages enjoy the Splash water park, one of the largest water parks in the area. A variety of popular annual events and festivals draw attendees from throughout the region.

The downtown area offers an array of shopping and dining options, with pleasant patios and charming parks throughout, providing a perfect backdrop for al fresco dining. For those who crave outdoor adventure and a small town flavor by day, but enjoy the lights of the city by night, downtown Denver is only a short drive to the east, with enough excitement on hand every day of the week to keep any night-owl entertained.







## THE COMMUNITY, continued

Golden boasts an active business community and healthy local economy. The City of Golden is committed to providing the highest quality of life and opportunity for its citizens through progressive, responsible, and innovative leadership. The City's economic development programs are designed to bolster economic health and opportunity within Golden and the surrounding area for residents and businesses alike. The City is impacted by regional growth trends in the Colorado Front Range and has a number of business parks and a few larger retail developments. In 2018, the 20+ acre Gateway Village retail development at US Highway 40 and I-70 is seeing the completion of a hotel and retail buildings. The City is home to the Miller-Coors brewery, which is still the largest single-site brewery in the world. Golden also has five micro-breweries within walking distance of each other. Other major employers in the area include Colorado School of Mines, Coors Tek, and National Renewable Energy Lab (NREL).

Area students are served by Jefferson County R-1, which provides quality education to a diverse group of students. The district includes two elementary schools, one middle school, and one high school within the City limits. For those pursuing higher education opportunities, the world-renowned Colorado School of Mines provides a strong academic presence in the City. Additional educational opportunities are available throughout the surrounding metro area.

Jefferson County has a median income of \$56,000, median home sale price of \$419,445, and a median rent of \$1,343 per month.



## RECENT PROJECTS

Linking Lookout interchange project (\$25M)

Ulysses Skate Park (\$1M)

W. 44th Avenue Trail Connection (\$1M)

City Hall Annex Purchase

North Washington Avenue streets project.

**\$74.9  
MILLION**

Total Fiscal Year  
Budget

**12.34  
MILLS**

Ad Valorem  
Tax Rate

Full-Time Employees

**225**

Part-Time/Seasonal Employees

**150-300**



## GOVERNANCE & ORGANIZATION

Golden operates under the council-manager form of government. Policy-making and legislative authority are vested in the City Council, consisting of the Mayor and six other members. The Council is elected on a non-partisan basis for four-year staggered terms, with elections every two years. Four Council members are elected by wards, two by districts (each encompassing two wards), and the Mayor is elected at-large. The City Manager is the Chief Executive Officer of the organization and is responsible to the City Council for carrying out the policies and direction of the City Council, overseeing the day-to-day operations of the City, and appointing the heads of the various departments.

The City of Golden has received the GFOA Certificate for Excellence in Financial Reporting for 26 consecutive years and the Distinguished Budget Award for 14 consecutive years. Most of the City's operating departments are accredited in their various respective professional associations. The City is regularly recognized by various publications as one of the best places to live and visit in Colorado.

## THE FIRE DEPARTMENT

Since 1879, the Golden Fire Department's (GFD) volunteer firefighters have protected the City of Golden. Today, with 12 career positions and an average of 85 volunteer members, the GFD serves the 21,000 residents of Golden and the countless visitors who come to the popular, thriving city each year. The expertise of Golden's firefighters also makes the department a critical part of specialized response for surrounding communities.

The GFD will respond to a projected 2,000+ incidents in 2018. Because of the topography, GFD is one of the most diverse fire operations in the state. As a result, GFD firefighters receive intense and frequent training in high angle, swift water, and ice rescues. With large industries, such as Miller-Coors Brewery in town, the GFD is occasionally called upon to respond to hazardous materials calls. Several major highways, including I-70, run through the City and are within the GFD's primary response area. Members are certified as emergency medical responders and all of the department's vehicles are staffed with personnel who can provide basic and advanced life support services within minutes. In addition to structure fires, each recruit must complete training and certification to become a nationally accredited 'Red Card' wildland firefighter.

## THE FIRE DEPARTMENT, continued

The GFD has two response districts, four fire stations, and a Special Operations Division, which specializes in the highly technical responses. Some of the volunteers have full-time jobs outside of the fire service, while many others are career firefighters in other cities and choose to volunteer in Golden. It speaks to the professionalism, high level of unique training, and camaraderie the GFD is able to provide.

You will not find a more dedicated, well-trained group of men and women who look out for each other and passionately serve their community. These department employees and volunteers are ordinary people doing an extraordinary job. The personnel have tremendous support from the City Council, City staff, and residents.

The GFD seeks a Fire Chief who shares the passion to serve not just any city, but the City of Golden and all of its unique attributes. Expect very little time at a desk; Golden's Fire Chief is a hands-on leader who is fully engaged with the team and dedicated to achieving the department's mission to provide the highest level of customer service.



## MISSION STATEMENT

The Mission of the dedicated professionals of the Golden Fire Department is to enhance the quality of life for the Golden Community through fire and injury prevention, education, and protection of life and property.

**12 Career Fire Staff**

**85 Volunteer Firefighters**

## LEADERSHIP & INNOVATION

The City of Golden desires an innovative, progressive, visionary, and creative Fire Chief with a collaborative management style and the keen ability to communicate, listen, engage, and respond. Leading the fire department also requires an individual who possesses and demonstrates high ethical standards and integrity in their daily interactions. The ability to work collaboratively with volunteers, paid staff, other departments, and the community, while being adaptive to the local situation is crucial.

It will be important for the new Fire Chief to be actively involved with department members, serving as a mentor, providing leadership and guidance, challenging department members to stretch their capabilities, and actively embracing a passion to empower members to achieve a high level of successful individual and team performance.

Communicating long-term goals and plans to department members and including the team in the creation and achievement of the vision will be significant in maintaining positive morale. Leading by example, holding members accountable, and recognizing exceptional performance are highly desired characteristics that the next Fire Chief should possess.





# IDEAL CANDIDATE

The next Fire Chief should be a professional command level fire officer, with proven organizational behavior, leadership, and supervision skills, and demonstrated experience in a management/leadership role in the fire service. The ideal candidate will have a management philosophy that embraces a high level of personal and departmental accountability. The selected candidate should have extensive knowledge in fire suppression, emergency medical services, and specialty rescue and emergency management, along with an understanding of the complexities involved with the operation of a combination fire department. The ideal candidate will possess the ability to develop, strengthen, and capitalize on the current operational characteristics of the fire department and take the department to the next level in providing exceptional customer service to the public. The Fire Chief reports directly to the City Manager.

It will be important for the new Fire Chief to be a visible and active part of the community and be able to develop and promote effective partnerships with other local, regional, state, and federal agencies. The ideal candidate will have the demeanor and communication skills necessary to foster productive internal relationships between and among departmental volunteer and career staff, and community stakeholders that focus on community risk reduction through emergency management and preparedness, fire prevention education, and safety issues. A candidate with a comprehensive set of business, administrative, personnel, finance, and budgetary skills will be successful. The ideal candidate will be politically astute without being political and dedicated to achieving individual and departmental goals, objectives, and expectations of the City leadership.

## EDUCATION & EXPERIENCE

A bachelor's degree with major coursework in the field of fire science, fire administration, business or public administration, or a related field. A master's degree is preferred. A minimum of ten (10) years of broad and extensive supervisory experience in the fire service, with a minimum of five (5) years of demonstrated administrative management/leadership experience, is required. Experience with a combination paid/volunteer fire department is a plus.

Graduation from the Executive Fire Officer program of the National Fire Academy and certification as a Chief Fire Officer (CFO) from the Commission on Professional Credentialing are preferred.

The successful candidate must possess or have the ability to obtain:

- A valid State of Colorado driver's license with a good driving record.
- The certification of "Executive Fire Administrator" from the Colorado Division of Fire Prevention and Control within one year of hire.
- Current IFSAC or NPQB Certification as a Fire Officer III or IV (preferred).
- Knowledge of local and state laws relating to fire, EMS policies, and local and national fire codes is essential.
- Exceptional negotiating skills and a thorough knowledge of fire inspection and investigative procedures (required).
- Demonstrated experience in commanding and managing large emergency scenes under the Incident Command System (preferred).

Ability to pass a background check and security requirements is required for the position.



# COMPENSATION & BENEFITS

The City of Golden offers a competitive salary range of \$116,800 to \$175,100 depending on qualifications. Golden has an exceptional benefits package including a 401 and 457 plan with City match through ICMA coupled with a great work environment and location.

## APPLICATION PROCESS

Please apply online at: <https://governmentresource.applicantstack.com/x/detail/a25of29oc44i>

The deadline for applications is August 31, 2018. For more information on this position contact:

**Bill Peterson, Senior Vice President**  
Strategic Government Resources  
[Bill@GovernmentResource.com](mailto:Bill@GovernmentResource.com)  
469-450-4442

This position is open until filled. To view the status of this position, please visit:  
<http://bit.ly/SGRCurrentSearches>

The City of Golden 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.





# RESOURCES

**City of Golden**  
[cityofgolden.net](http://cityofgolden.net)

**Fire Department**  
[cityofgolden.net/government/departments-divisions/fire](http://cityofgolden.net/government/departments-divisions/fire)

**Economic Development**  
[cityofgolden.net/work/economic-development](http://cityofgolden.net/work/economic-development)

**Comprehensive Plan**  
[cityofgolden.net/media/Comprehensive\\_Plan.pdf](http://cityofgolden.net/media/Comprehensive_Plan.pdf)

**Visit Golden**  
[visitgolden.com](http://visitgolden.com)

**Golden Chamber of Commerce**  
[goldenchamber.org](http://goldenchamber.org)

