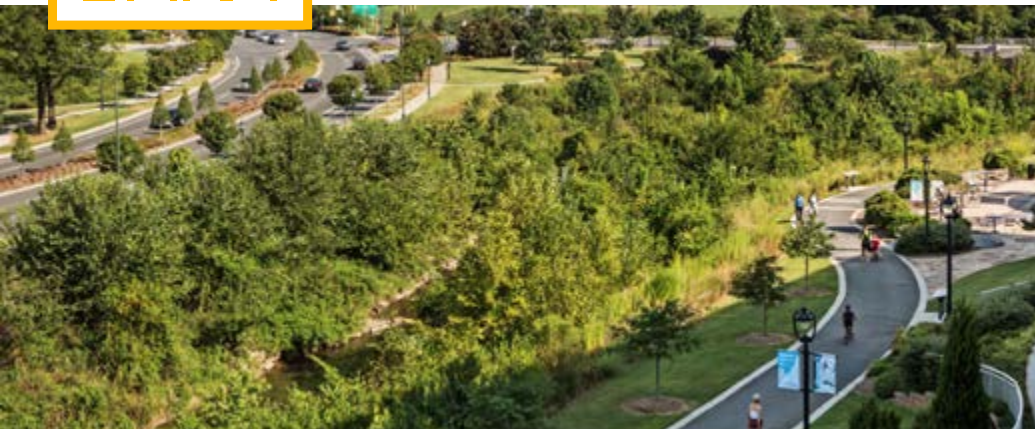




FIRE CHIEF



CITY OF CHARLOTTE



WHY THE CITY OF CHARLOTTE?



People love to live in Charlotte. Charlotte-Mecklenburg has one of the highest immigration rates in the nation. In fact, the area consistently ranks in the top 10 most popular destinations to move to in the U.S. and Charlotte is the second fastest-growing large city in the country. Why Charlotte? Low cost of living and high quality of life. With a population of more than 2.3 million, the Charlotte metropolitan area offers all of the advantages and amenities of a major urban area with the feel of a small town. The City of Charlotte's population of approximately 800,000 is growing rapidly every day, making it the largest city in the region and the 17th largest city in the United States with a FY2018 Operations and Capital Improvements budget totaling \$2.4 billion and approximately 7,190 full-time staff.

Charlotte enjoys a vibrant, balanced economy that encompasses many sectors and companies that range in size from multinational to microbusiness. The business variety helps make Charlotte's economy one of the healthiest and strongest in the Nation. Diverse business interests shelter the city from problems that can result from slowdowns and other economic challenges. The solid base also facilitates exceptionally strong growth during economic upswings. Charlotte's most surprising characteristic is that this southern city is home to some of the largest corporations in the world. Five Fortune 500 companies are headquartered in Mecklenburg County. Another two Fortune 500 companies are headquartered in the Charlotte metro area: Home improvement giant Lowe's is based out of Mooresville, North Carolina, and Domtar is headquartered in Fort Mill, South Carolina. This ranks the Charlotte metro area 20th nationally in metros with Fortune 500 headquarters. North Carolina claimed the top spot in Site Selection magazine's listing of the most competitive states for economic development in 2015. The magazine also ranked North Carolina as the second best business climate in North America, second only to Georgia. The Queen City has such a pro-business environment that 291 of Fortune's top 500 companies have placed one or more facilities within the region.

Charlotte is firmly established as one of the country's most recognized and respected regional health care centers. Cutting-edge facilities offer top-notch care, and a very wide network of senior living facilities supports relocating professionals with family members in need of such services. Charlotte offers a nationally acclaimed level of higher education. The 51 colleges and universities within the area serve more than 222,000 students. Charlotte-Mecklenburg Schools (CMS), the public school system serving Mecklenburg County, continually ranks as one of the best urban systems in the country. Thirty-four CMS schools were recently named honor schools of excellence or distinction by the state of North Carolina. Charlotte neighborhoods and residences have distinct personalities and offer diverse housing options. At any given time, more than 20,000 homes are available to choose from.

Charlotte's thriving arts community enhances an already rich and stimulating quality of life. Symphony, dance, theater, opera, art museums and a wide range of other venues are supported by the Arts & Science Council, which conducts one of the highest per capita annual campaigns of its type in the country. A large number of arts venues are located downtown within walking distance of each other and the LYNX Blue Line light rail. If sports are your pleasure, Charlotte has it all: NFL, NBA, NASCAR, PGA, MLL, USL, AAA baseball, and an NHL/AHL affiliate, not to mention collegiate sports. Outdoor recreation opportunities abound in Charlotte: canoeing and kayaking at the U.S. National Whitewater Center; boating and fishing on lakes Norman, Mountain Island and Wylie; golfing on courses that are accessible from all residential and business areas; skiing in the Appalachian Mountains; and camping, horseback riding, hiking and more.

Nothing could be finer than Charlotte's North Carolina weather. Four distinct seasons with balanced summers and winters prevail. Extreme conditions are rare, allowing year-round use of the city's 17,600 acres of parks, 37 miles of greenways and more than 30 public and private golf courses. The City of Charlotte is truly a marvelous place to live, work, and raise a family.



An Extraordinary Opportunity to Work in a World Class City

The City of Charlotte is seeking a fire administrator who is an uncommon leader with a demonstrated track record of career accomplishments to serve as the next Fire Chief. This highly progressive and effective Fire Chief will bring immediate credibility to the highly acclaimed City of Charlotte, Fire Department. Top candidates for this challenging leadership role must thrive in a robust, fast-paced, and complex environment and be creative, strategic, and able to fully implement best practices for a data-driven deployment of resources. Delivering top-caliber services in this vastly diverse and expansive geographic area requires a servant leader prepared to build on a very well run and progressive department. The new Fire Chief for Charlotte will need to be a courageous and forward-thinking leader who believes in making the right decisions for the benefit of the organization and the community served. This well-rounded, consummate professional will also embrace, appreciate, and celebrate the outstanding contributions and performance from all levels of the Department.

Overview of the Fire Department

The City of Charlotte Fire Department (CFD) is a full-spectrum, life safety agency protecting the residents who live, work, and play in America's 17th largest city. The CFD delivers fire suppression, emergency medical services (EMS), technical rescue including urban search and rescue teams, hazardous materials mitigation, fire prevention, domestic preparedness, fire/EMS safety education, and fire investigation programs. From 42 fire stations, including two stations at Charlotte-Douglas International Airport, the CFD provides protection to a population of over 800,000. With a FY2018 approved operations budget of \$124 million, the Department's 1,027 uniformed personnel protect life, property, and the environment through their direct involvement in fire prevention, firefighting, emergency medical care, technical rescue, hazardous materials mitigation, disaster response, public education, and community service. An equally committed team of 127 non-sworn personnel provides technical and administrative expertise in their corresponding pursuit of CFD's mission. Approximately 64% of the employees of the CFD is represented by the IAFF.

Last year alone the men and women of the CFD responded to approximately 110,710 incidents with an average response time of 4 minutes, 34 seconds. The CFD provides a full range of life safety services and operates 41 Engine Companies, 15 Ladder Companies, 2 Special Operations Heavy Rescue Companies, 4 Haz-mat Companies, 6 Aircraft Fire & Rescue Vehicles, 1 Dive Rescue Team, 1 Fire Boat, and 1 Dive Rescue Boat.

The large geographic region of Mecklenburg County encompasses many uniquely different urban and suburban communities. The varying communities amplify the vastly different fire and EMS challenges that may be encountered by the Department, including a wide variety of commercial and industrial fire hazards, aviation-related incidents, high-rise structures, obstacles related a densely populated city, and the transport of hazardous materials throughout the metropolitan area.

“Out of 48,574 fire protection areas rated in the country, just 132 received the Class 1 rating. This means the Charlotte Fire Department ranks in the top two-tenths of one percent of all fire departments in the United States.”

Position Overview and Ideal Candidate Profile

The Fire Chief is an at-will appointment and serves at the pleasure of the City Manager. The newly selected Fire Chief will assume command of an organization with a tradition of providing excellent service. In addition to providing oversight and leadership for the day-to-day operational activities of a progressive, large, and complex organization, he/she will serve as the top technical advisor to all member agencies on fire, disaster management, and EMS issues. The Chief is also responsible for establishing and maintaining a positive employee/labor relations climate, and for the proper and efficient use of both human and financial resources.

The ideal candidate for consideration will be an experienced fire services manager and administrator who possesses outstanding interpersonal, organizational, and leadership skills. This top executive will have **“command presence”** complemented by confidence, strength of character, exceptional communication skills, and a strong sense of purpose.

This fire executive will not only be able to develop and implement a broad-based strategic plan for the organization in the short-term but will also be a forward-thinking visionary and look ahead 10 to 20 years into the future.

Additionally, the ideal candidate will be known as a politically astute, honest, fair, and consistent leader. An unblemished record of ethical and professional conduct is essential. The next Fire Chief will be able to quickly develop trust and be seen as credible across

a spectrum of circumstances and audiences. Being a good listener is also important, as well as considering all input presented before making an unbiased decision. In this regard, the City Manager fully expects and demands presentation of all options and alternatives, as well as strong staff recommendations from the Fire Chief on his/her prescribed course of action.

Through frequent interactions, the Fire Chief will establish positive relationships with all employees throughout the organization and will place a high value on the professional development of staff. The Fire Chief will be considered a progressive leader within the fire service and be recognized for being an ongoing contributor to the advancement of the profession. The Chief must have a reputation as an effective developer, motivator, and evaluator of subordinate personnel, with a reputation for providing training and education equitably for all staff.

Very few individuals on a national scale will possess all of the qualities needed for this position, combined with the ability to work at the scale and scope of the CFD. Ultimately, the select few that will be invited to interview will be quickly recognized as having the ability and track record of success necessary to join one of the best fire and emergency operations in the nation. In the final selection, the City Manager will identify the overall best individual that will provide executive leadership and guidance to this dynamic Department. The selected candidate will have the courage to lead and fortitude to guide the organization to new levels of achievement and organizational health.



Education and Experience

Experience: This position requires significant and progressively responsible executive fire command experience in a large and complex fire department, emergency management department, or other public safety executive level position for a large metropolitan area.

With a passion for public service and a proven track record of success, top candidates will have an outstanding career in fire service and a progressively responsible senior level career path with demonstrated accomplishments, including major incident command.

Education: A Bachelor's degree with major coursework in public administration, business administration, or a related field is required. An advanced degree combined with a track record of success is a plus.

Desired Qualifications: National Fire Academy Executive Fire Officer Certification, the Chief Fire Officer Designation, Executive Development Institute, or similar certificates are highly desirable.

Review and Evaluation of Qualifications: Working with Ralph Andersen & Associates, the City of Charlotte will give serious consideration to all qualified candidates that apply who demonstrate executive-level experience in an organization with relative complexities. An understanding of key issues faced in large, urban environments will be of significant importance. The review and evaluation of qualifications will be at the discretion of the City Manager and will be based on the most appropriate combination of experience and education that provides the knowledge, skills, and abilities required for the position and that fits the needs of the City of Charlotte.

Final Selection and Appointment: Final selection of the candidate will be made by the City Manager, pursuant to the City Charter, with input from the interview team.



Compensation

The successful candidate will receive a highly competitive salary with an excellent benefits package that considers the candidate's salary history and track record of career success. In addition, benefits are provided that include use of a vehicle; annual leave, holidays, and sick leave; retirement plan; and health and short-term disability insurance.

To Be Considered

This is a confidential process and will be handled accordingly throughout the various stages of the process. References will not be contacted until mutual interest has been established. The first review of resumes will take place on **Monday, February 12, 2018**. Resumes will be reviewed and evaluated throughout the recruitment process.

To be considered, candidates must submit a compelling cover letter, comprehensive resume, salary history, and six professional references. An electronic version of all submittals is strongly encouraged. Interested candidates may apply via email to apply@ralphandersen.com.

Ralph Andersen & Associates will conduct the initial evaluation of submitted materials to determine the best overall match with the established criteria as outlined in this recruitment profile. The evaluation and selection process may consist of a supplemental questionnaire and/or written exercise(s) to further evaluate relative experience and overall suitability for this position.

Finalist candidates will be required to sign a release form to authorize preliminary reference calls and verifications to be conducted. Employment history, degrees obtained, and other certifications/accomplishments will also be verified.

Should you have any questions regarding this position or the recruitment process, please call Mr. Robert Burg at (916) 630-4900. Confidential inquiries are welcomed.



MORE REASONS TO LOVE THE QUEEN CITY

DID YOU KNOW? CHARLOTTE ...

- Ranks 1st among top 10 cities with the best employee engagement (Forbes)
- Ranks 2nd among 25 largest cities for most desirable place to purchase a home (Nerdwallet.com)
- Ranks 2nd in the best areas for job-seeking college graduates (Careerbliss.com)
- Is the 5th fastest growing metro from 2000-2012 of the 52 largest metro areas (US Census)
- Ranks 6th among top 10 hot cities for IT jobs in 2013 (Modis, Inc.)
- Ranks 7th among the top Spring Break destinations for families (Livability.com)
- Is one of the top 10 cities for newlyweds to live and work (Rent.com)
- Ranks 8th among the top 10 big booming cities (CNNmoney.com)
- Ranks 9th among top 50 cities with the most job openings per capita (Beyond.com)
- Is among the top 20 best cities for businesses and careers (Forbes.com)
- Ranks 9th among the top moving destinations of all cities (Penske Truck Rental)
- Is the 17th largest city in the U.S. in total population
- Is a top 10 city for urban forests (American Forests)
- Has been named "Tree City" for 33 consecutive years by the National Arbor Day foundation
- Is home of ImaginOn, the top ranked children's museum in the country (Livability.com)