

Fire Chief | City of Madison

Salary: \$130,255 - \$175,844 annually

Open: November 18, 2021 | Close: December 15, 2021

The Board of Police and Fire Commissioners (PFC) for the City of Madison, Wisconsin, is seeking a collaborative, and innovative professional to lead the Madison Fire Department.

The City of Madison is the state capital of Wisconsin and has a population of over 260,000 in a region of more than 500,000, and is consistently ranked as one of the best places to live in the U.S. Madison ranks #12 on U.S. News' Best Places to Live ranking: "Against a backdrop of high-tech businesses and acclaimed academic institutions, Madison, Wisconsin, exudes the casual, down-to-earth feel you'd expect in the capital of America's Dairyland." Encompassing five lakes, Madison is home to a City-owned transit system with high ridership, a walkable and thriving downtown, many unique and walkable neighborhoods, one of the best networks of biking trails in the U.S., distinctive locally owned restaurants and businesses, excellent healthcare, and unique music and cultural venues. The Madison economy is thriving. State government and the University of Wisconsin-Madison are the foundation of the regional economy and the City is witnessing strong and diverse growth in biotechnology, information technology, healthcare, insurance, and specialized manufacturing. Madison has a longstanding tradition of transparent and progressive government, a strong economy and high quality of life.

The City of Madison Fire Department is a nationally recognized leader in providing emergency services. The Department is committed to providing high quality, essential services for the City of Madison community, and throughout the Madison metropolitan area. The members of the Department are highly qualified, diverse and competent, with a primary goal of exceptional customer service.

The City of Madison Fire Department provides much more to the community than just fire suppression. The Department is an active leader in Emergency Medical Services, as well as several specialty teams including Hazardous Material, Lake Rescue and Heavy Urban Rescue. Supplementing the emergency services, the Department provides progressive, cutting-edge fire prevention and community education programs to enhance public safety.



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For 2021 the City of Madison Fire Department has an authorized strength of 416.75 (384 commissioned, 32.75 non-commissioned), with an annual budget of \$61,941,491.

This is a unique opportunity for a strong, creative, and compassionate leader to guide the Madison Fire Department. The Fire Chief is selected under state law by a board of five citizens appointed to staggered 5-year terms by the mayor of the city, providing effective tenure to the chief, who can be removed only for cause.

The Fire Chief, who reports to the Mayor, must possess:

- An unwavering commitment to transparency and accountability.
- A demonstrated aptitude for seeking creative, partnership-driven approaches that improve community health and safety.
- Experience and demonstrated success building strong relationships of trust, mutual understanding, and accountability with other city officials, and regional professional partners.
- Demonstrated commitment to and experience with building strong relationships of trust, mutual understanding, and accountability with all communities, including their diverse cultures, beliefs, and values.
- A relentless commitment to the training and development of staff, particularly for those delivering service, with an emphasis on training that supports racial and social equity and cultural sensitivity and the delivery of safe and effective service.
- Extensive experience serving at higher ranks in a variety of assignments, with the demonstrated ability to lead and inspire a multigenerational workforce.
- Strong interpersonal skills, and a demonstrated commitment to being visible, available, and approachable within the Department and in the community.
- Exceptional organizational and management skills, including the ability to maintain a strong leadership team, and develop the next generation of leaders.
- A commitment to diversity, equity, and inclusiveness throughout the organization.
- Extensive experience in budget management and labor relations.
- Experience and knowledge of Hazmat response.
- Experience in an agency with specialty teams and paramedic level EMS service.
- Demonstrated commitment to career learning activities in fire services and management leadership.

This position requires a 4-year college degree and three (3) years of responsible and varied senior managerial experience in fire department service/administration; or an equivalent combination of education and experience sufficient to successfully perform the essential duties of the job. This position requires at least ten (10) years of experience in a full-time fire agency, including working with a labor union. Applicants must have a valid driver's license and a Wisconsin Emergency Medical Technician Basic license or higher, or the ability to obtain one.

The successful candidate must establish residency within fifteen (15) miles of the jurisdictional boundary within sixty (60) days of hire and residency within the City of Madison is desired.

Qualified candidates should apply by December 15, 2021 at 11:59 p.m. with a completed application, and resume to: cityofmadison.com/jobs.

Madison is an Equal Employment Opportunity Employer. Women and minority candidates are encouraged to apply.

If you have any questions regarding this opportunity, please contact Jenna Rousseau, Attorney for the PFC, at jrousseau@law-rll.com or 844.833.0828.