

THE CITY OF ALEXANDRIA VIRGINIA SEEKS A VISIONARY AND ACCOMPLISHED FIRE SERVICES PROFESSIONAL WHO IS AN OUTSTANDING LEADER AND ADMINISTRATOR TO SERVE AS THE NEXT...



FIRE CHIEF

THE COMMUNITY

The City of Alexandria is located in northern Virginia and is bordered by the District of Columbia (Potomac River) and Arlington and Fairfax counties. With a population of approximately 140,000 and a land area of 15.75 square miles, Alexandria is the seventh largest city in the Commonwealth of Virginia, and one of the most densely populated in the United States. Alexandria is unique, a historic place which keeps pace with the modern world. The City is part of a large metropolitan area and the Nation's Capital, yet it has retained its historic character. About one-quarter of the town's 15 square miles has been designated as a national or local historic district. Thousands of buildings in these districts are monuments to the past, while being actively used by citizens for homes, businesses and museums.

The City is racially and ethnically diverse. Approximately one-quarter of the City's residents are foreign born. Students at the City's single public high school come from 88 different countries, and speak 69 different languages. Overall, African-Americans comprise approximately 22 percent of the residential population, Latinos constitute over 16 percent, and Asians constitute almost 6 percent.

Alexandria was founded almost 50 years

ORGANIZATION

Alexandria has had a strong tradition of self-government since its founding in 1749. It is an independent city (Virginia cities have no county affiliation) and derives its governing authority from a Charter granted by the Virginia General Assembly. Virginia is a Dillon Rule state, which means that local governments have only the authority expressly granted to them by the Virginia Constitution or by the Virginia General Assembly in their Charter or in general law.

The City adopted the Council-Manager form of government in 1922. The governing body of the City is the City Council, which formulates policies for the administration of the City. The City Council is composed of a Mayor and six Council Members elected at-large, on a partisan basis, for a three-year term (not staggered). The Mayor is chosen on a separate ballot and presides over sessions of the Council. Legislative sessions of the City Council are held on Tuesday evenings twice per month except in July and August. Public hearings are held on one Saturday per month when Council is in session, allowing citizens an opportunity to speak on matters that concern them, especially relating to land use. In addition, there are 77 City Boards and Commissions with Council-appointed citizen representation. These bodies compose a formal system through which citizens can advise City Council on major issues. Boards and commissions are responsible to City Council,

and appointments are made by Council at their regular legislative meetings.

The Alexandria City Council operates under the Virginia Freedom of Information Act, which prohibits closed sessions of the Council except for specific matters regarding personnel, pending litigation and land acquisition. Accordingly, nearly all sessions of the City Council are open to the public, where citizens actively participate in public hearing discussions. The City is an active participant in regional agencies such as the Washington Metropolitan Council of Governments, the Washington Metropolitan Transit Authority, the Northern Virginia Transportation Commission, the Northern Virginia Regional Commission and the Northern Virginia Regional Park Authority.

The City Council appoints the City Manager who serves as the City's Chief Executive Officer. The City Manager has appointment and removal authority over department heads and other employees of the City. The City Manager is responsible for implementing the policies established by the City Council. The City Manager, Rashad Young, was appointed in 2011 to serve as Alexandria's Chief Executive Officer.

The City provides a

THE COMMUNITY (Continued)

before the District of Columbia. Its Old and Historic District and Parker Gray Historic District are preserved with oversight by architectural review boards, which monitor and review exterior building changes. Historic landmarks include Robert E. Lee's boyhood home; Christ Church, where famous Virginia statesmen worshiped; and Gadsby's Tavern, a favorite meeting place of Lafayette and President Washington. In addition to its historic sites, Alexandria includes a variety of attractions. One of the metropolitan area's largest concentrations of international restaurants can be found in Old Town. The Torpedo Factory Art Center, located on the City's waterfront, provides an opportunity for the public to meet more than 200 professional artists. The City's Farmers Market, at 261 years old, is the nation's oldest farmers market that has been meeting continuously at the same site, Market Square. The City's Del Ray/Rosemont areas offer beautiful tree-lined streets, eclectic shops, and various annual community events. The City's West End is filled with vibrant neighborhoods and will be the site of a new Landmark Center, which will serve as a major residential, shopping, and dining attraction in the area.

Alexandria is home to over 12,000 thriving businesses and organizations, which includes a large representation of technology companies, the fourth-largest concentration of professional associations in the country, the United States Patent and Trademark Office (PTO), and a tourism industry that hosts nearly 3.3 million visitors and brings in over \$700 million in visitor spending each year.



ORGANIZATION (CONTINUED)

comprehensive range of municipal services including: education, health, welfare, housing and human services programs; public safety and administration of justice; community development, recreation, library, consumer assistance, cultural and historic activities; and transportation, environmental services and planning. The City budget provides for approximately 2,400 full-time employees, excluding school employees. The City of

Alexandria's FY2014 approved General Fund Operating Budget is \$624.8 million. The FY2014-FY2023 approved Capital Improvement Program (CIP) is \$1.3 billion.

POSITION PROFILE

The Fire Chief provides for the overall leadership and strategic direction to the staff of 290 with an operating budget of \$44.9 million. Reporting to a Deputy City Manager, the Chief organizes and directs firefighting, fire prevention, emergency medical, emergency preparedness, disaster planning and other fire-service activities of the City. The Department is comprised of firefighters, paramedics, fire prevention staff and administrative support. A network of nine (9) stations protects 15+ square miles with specialized teams including the Northern Virginia Regional Hazardous Materials Team, Technical Rescue, Marine Operations and the Special Operations Team. The City also has a volunteer organization, Alexandria Volunteer Fire Department (AVFD), providing assistance in firefighting, emergency medical services, communications, canteen and administration.

The ideal candidate must have an unblemished record of ethical and professional conduct that can withstand intense public scrutiny. He/she should have a clear and concise communication style, excellent listening skills, and demonstrate

personal command and calm under pressure. The new Chief will be expected to practice an open style of management and to work collaboratively to foster a work environment that motivates individuals to excel in their areas of responsibility and meet the high expectations of the organization and community. This person must be a proven mentor and developer of subordinates, sharing information, delegating decision-making when appropriate, holding people accountable, and openly support staff members in their day-to-day activities. He/she must be sensitive to the elimination of barriers for bringing more women and persons of color into the department throughout the ranks of the organization. The new Chief must be able to build strong working relationships within the Fire Department, with the City's Management Leadership Team, the Mayor and Council, and the citizens, and community.



HIGH PRIORITY ISSUES

The following listing is representative of the challenges and opportunities the new Fire Chief will face in the first 12 to 18 months on the job; it is not intended to be a comprehensive listing.

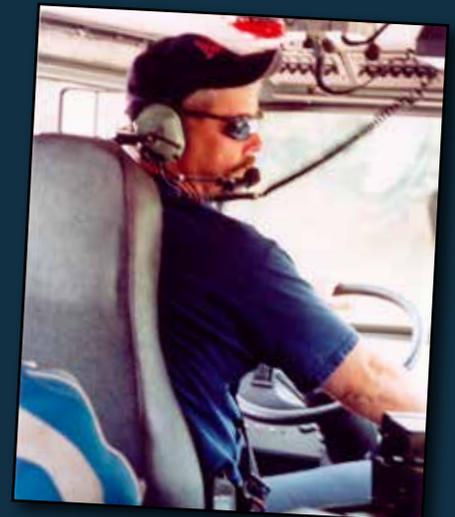
- ▣ Strategic Issues - The Fire Department and staff are committed to providing the best possible tools to the men and women of the Department within available resources. This includes a fleet and facilities modernization program, with replacement and/or repair of most of the fleet in recent years. There has been a new fire station added and several others are due to be upgraded and rebuilt in the next several years. Prior experience in the selection and building of new fire stations will be viewed favorably.
- ▣ Mutual Aid and Response Agreements - The City's proximity to the Nation's Capital along with Fairfax and Arlington Counties cause Alexandria's Fire Department to be heavily invested and involved in mutual aid and first responder agreements. The new Chief must be comfortable working with other agencies in a mutually dependent and cooperative environment. There is significant attention to emergency management and homeland security and he/she must be ready for the challenges

CANDIDATE PROFILE

The ideal candidate will be an experienced fire services manager and administrator with outstanding interpersonal, organizational, negotiation and leadership skills. He/she must possess a strong management presence, with a thorough understanding of the Best Practices in fire services, the International Fire Codes, and the NFPA Standards. The Chief must be committed to leading change while willing to make tough, often unpopular decisions that benefit the organization, maximize its human and equipment resources, and provide best possible services to those the Department protects. He/she must operate as a decisive leader willing to collaborate with staff, encouraging their input into the decision-making process while remaining responsible and accountable for the final decision. The new Fire Chief will be a strong advocate for fire service programs, but will temper that advocacy with respect for the needs of other municipal programs and projects. The Chief must take into consideration the needs of the City's overall organizational structure

and opportunities these present.

- ▣ Training and Officer Development - The Department is committed to a high level of training for its personnel at all levels. The Chief must have a commitment to mentoring, training, staff development and involvement, while valuing employee input into decisions and developing the leadership for tomorrow's Department. The Chief must fully support training efforts and serve as a mentor and team builder for continually evolving training and educational initiatives to advance the technical and management skills at all levels in the organization.



EDUCATION & EXPERIENCE

Qualified candidates will have a Bachelor's degree in Fire Science, Emergency Management, Public or Business Administration, or related field. Candidates should demonstrate knowledge of fire department operations and management, public administration of local governments, and knowledge of best practices in the management of municipal fire and emergency medical services, and the principles and practices of emergency preparedness and disaster response. Candidates must have a minimum of ten (10) years experience of career Fire-EMS service, five (5) years supervisory, and two (2) in an executive-level management/administration level. The preferred candidate will have successful experience as an Assistant/Deputy Chief command-staff level position in a fire department environment similar to that of the City of Alexandria with a highly engaged community and high service demands. The successful candidates will have completed ICS/NIMS training and advanced training such as the National Academy EFO program, Chief Fire Officer (CFO) designation, National Certification as a Fire Officer I/II, or Certified Emergency Manager (CEM). Candidates possessing a Master's degree in Public Administration or Public Policy will be viewed favorably. The individual backgrounds of candidates will be reviewed and the combination of experience, education and training may be considered.



COMPENSATION AND BENEFITS

The starting salary will be in the mid \$100's, depending upon the background and qualifications of the successful candidate, plus use of a City vehicle. The City of Alexandria has a highly competitive benefits package which includes: annual leave, holidays, and sick leave; a retirement plan; health insurance, dental plan, life insurance, and long-term disability insurance; optional deferred compensation (ICMA); credit union membership; sick leave bank; and an employee assistance program.

APPLICATION & SELECTION PROCESS

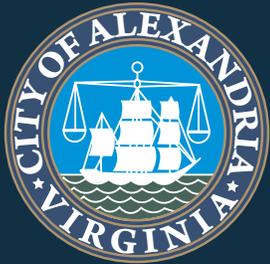
Interested, qualified candidates please submit your resume online by visiting our website at: www.watersconsulting.com/recruitment.

This position is open until filled; however, interested applicants are strongly encouraged to apply not later than April 7, 2014. Following this date, applications will be screened against criteria outlined in this brochure. On-site interviews in the City of Alexandria will be offered by the City Manager in April to those candidates named as Finalists, with reference checks, background checks and academic verifications conducted after receiving candidates' permission.

For more information, please contact:

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Applicants selected as finalists for this position will be subject to a criminal history/credit/drivers license check prior to interview.



**The City of Alexandria, Virginia
is an Equal Opportunity
Employer and values diversity
at all levels of its workforce!**



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