Raleigh, North Carolina, is seeking candidates to serve as the next Chief of the Raleigh Fire Department.
During the past 30 years, growth in Raleigh and the surrounding Research Triangle Region has consistently and significantly outpaced the nation. Fueled by an impressive mix of education, ingenuity and collaboration, North Carolina’s capital city has become an internationally recognized leader in life science and technology innovation. It also happens to be a really nice place to live.

(source: Raleigh Office of Economic Development)
The Raleigh Community

The City of Raleigh, founded in 1792, is the second largest city in North Carolina and is situated in the heart of North Carolina’s Piedmont region, which is centered between the sandy Atlantic beaches and the Great Smoky Mountains. The City is both the county seat of Wake County and the capital of North Carolina. Raleigh covers an area of more than 146 square miles, has a planning jurisdiction of 181 square miles and is home to a growing and diverse population. Together with Chapel Hill and Durham Raleigh forms the Research Triangle Park, which was founded in 1959. The Raleigh-Cary metropolitan area includes Wake, Franklin and Johnston counties with a population of 1.24 million.

The City of Raleigh has been listed as one of the fastest growing cities for many years — the City’s current estimated population is nearly 470,000 (U.S. Census estimate) people, up from 291,141 in the 2000 Census. Raleigh is known for its high quality of life for its residents.
Below are some recent national recognitions for the City:

- Ranks second on Numbeo’s Quality of Life Index for 2020  
  - Numbeo, January 2020
- One of The Best Places to Raise a Family on a Budget  
  - The Motley Fool 2020
- Ranks as Third Best City for Millennials to Relocate  
  - INDYWeek, January 2020
- Ranks among Top 10 Best Cities to Work from Home  
  - smartasset 2020
- Among ‘most livable’ up-and-coming markets for tech jobs  
  - Zillow, January 2020

A 2019 Forbes study found that Raleigh is now one of the fastest growing metropolitan cities in the United States, with an annual growth rate of about 3.4 percent, or an increase of 47 percent from 2000 to 2012. It is predicted that Raleigh will remain the fastest growing metro area through 2025. With this growth comes unique challenges and opportunities for the Raleigh Fire Department as we continue to evolve to meet the public safety needs of our community.
Department Profile

For more than 100 years of service to our community, tradition and pride have been cornerstones of the Raleigh Fire Department’s progress. The Fire Department contributes to a “Safe, Vibrant and Healthy Community” via a clear vision that embodies anticipating risks; preparing by continually enhancing our capabilities; growing as an organization to meet increased or changing public safety demands; and empowering internal and external stakeholders in all facets of our job.

The mission of the City of Raleigh Fire Department is unselfish dedicated service. The Fire Department is responsible for fire prevention, inspections, suppression, rescue, hazardous materials response and life safety education for the residents and visitors of Raleigh.

The core values of the Fire Department are generated on the premise that our work makes a difference in the quality of life in the City of Raleigh and greater metro area. Values are the essential and enduring tenets that guide personal actions, on and off duty. These include professionalism to our peers and the public, respect toward our members and the people we serve, integrity (being honest and trustworthy), dedication to the service of our community and excellence (demanding the best of ourselves in all that we do).

The Fire Department is currently allotted 621 FTEs spread across about 29 stations, administrative offices and a training center, and has an operating budget of $65.6 million. It is organized by the following divisions to manage and conduct the daily business of the department (count of full-time employees in parenthesis):

- Administration (9)
- Office of the Fire Marshal (37)
- Operations (553)
- Support Services (12)
- Training (10)
Our key guiding and governing documents include:

- NFPA Codes & Standards
- 2015-20 Fire Department Strategic Plan
- ISO Public Protection Summary Report
- City of Raleigh Strategic Plan
- NC General Statute 160A-424 - Periodic Inspections

Our key initiatives include:

- Improve the physical and functional condition of fire facilities via a systematic process that uses a multiyear programmed capital budget. (Safe, Vibrant & Healthy Community, Objective 1)

- Equip all front-line fire vehicles with mobile data terminals (MDT) or tablet to provide responders with vital information while en route to emergency incidents. (Organizational Excellence, Objective 2)

- Implement and sustain an organization-wide career development program. (Organizational Excellence, Objective 4)

- Continue the community outreach program that identifies a flexible system for public safety education, use of various communication mediums and marketing.

- Continue to modernize the department’s fleet through a fire apparatus replacement schedule.

- Annually replace the 800-mhz radio equipment.

- Secure one-time funding for replacement water and trench rescue equipment.

- Continue to invest in public facilities, including $15.6 million in funding for the replacement of Fire Station 1.

**Performance Indicators**

<table>
<thead>
<tr>
<th>Performance Indicator</th>
<th>Actual 16-17</th>
<th>Actual 17-18</th>
<th>Estim. 18-19</th>
<th>Project 19-20</th>
</tr>
</thead>
<tbody>
<tr>
<td>Percent first unit arrival on scene &lt;5 minutes (turnout + drive time)</td>
<td>80.4%</td>
<td>83.6%</td>
<td>83.0%</td>
<td>82.0%</td>
</tr>
<tr>
<td>Percent of responses that are first responder/EMS</td>
<td>63.3%</td>
<td>61.0%</td>
<td>62.0%</td>
<td>63.0%</td>
</tr>
<tr>
<td>Fires investigated</td>
<td>270</td>
<td>259</td>
<td>250</td>
<td>260</td>
</tr>
<tr>
<td>Permits issued</td>
<td>2,828</td>
<td>2,756</td>
<td>2,730</td>
<td>2,800</td>
</tr>
</tbody>
</table>
Candidate Profile

Reporting to the City Manager or designee, the Chief of the Fire Department will work closely with the executive leadership of the City and the four Assistant Fire Chiefs over each of the divisions to plan, direct and coordinate activities of the Fire Department. These include:

- Fire prevention and suppression
- Emergency medical services
- Disaster planning
- Hazardous material mitigation

The City is looking for an exceptional leader with at least 10 years of progressively responsible, related experience that includes significant management and supervisory experience, preferably in a similarly sized city and fire department operation.

Qualified candidates will clearly exemplify the City’s organizational values of responsiveness, integrity, respect, collaboration, honesty, diversity, stewardship and initiative. Advanced skills in project management, planning, and formulating strategies and policies in response to emergent technological opportunities and challenges will be essential.

Compensation and Benefits

The City of Raleigh plans to offer a competitive salary commensurate with the successful candidate’s qualifications and experience. When you join the City of Raleigh’s work family, your benefits are an important part of your “total rewards.” The City provides a comprehensive benefits package as part of the total rewards program to support employees through important events in their life, to enhance their life outside work, and to help them plan and prepare for the future. The City also participates in the North Carolina Local Governmental Employees’ Retirement System (NCLGERS).
Application and Selection Process

Qualified candidates should complete a profile and submit their application, resume and cover letter online by visiting our website at www.governmentjobs.com/careers/raleighnc. This position will remain open until filled; however, interested applicants are strongly encouraged to apply no later than May 18, 2020. Following this date, applications will be screened against criteria outlined in this brochure. On-site interviews with the City of Raleigh will be offered to those candidates named as finalists, with reference checks, background checks and academic verifications conducted after receiving candidates' consent. A pre-employment screening to include controlled substance tests will be conducted by the City.

For more information, please contact Susan Steed, Assistant Director for Talent Management and Organizational Development, susan.steed@raleighnc.gov