



## FIRE CHIEF RECRUITMENT PROFILE

This Recruitment Profile provides background information on the community and the Battlefield Fire Protection District. It specifically outlines factors of qualification and experience identified as necessary and desirable for candidates for the Fire Chief position.

This profile will be used as a guide in the recruitment process, providing specific criteria by which applications will be screened and individuals selected for final interview and appointment consideration.

Candidates must submit application packets by 5PM on Wednesday, February 28<sup>th</sup>, 2018. Packets are limited to a cover letter, resume, and response to the Fire Chief pre-interview discussion questions.

Application packets must be addressed to:

Battlefield Fire Protection District  
ATTN: Fire Chief Application Process  
4117 W. 2<sup>nd</sup> St  
Battlefield, Mo 65619

Questions can be directed to Deputy Chief Dennis Reynolds at (417) 881-9018 or at [dreynolds@battlefieldfire.com](mailto:dreynolds@battlefieldfire.com)

Thank you in advance for your interest.



**“WE SERVE”**

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**“COMMUNITY  
ORIENTED”**

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**“NOT JUST CO-  
WORKERS, BUT  
FAMILY”**

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**“SERVICE TO THE  
HIGHEST  
STANDARD”**

**BATTLEFIELD FIRE  
PROTECTION  
DISTRICT**

4117 W. Second Street  
Battlefield, Mo. 65619  
417-881-9018

Battlefieldfire.com

# OUR COMMUNITY

The Battlefield Fire Protection District is a political subdivision established in 1985 pursuant to RSMo Chapter 321. We are located in Greene County in Southwest Missouri protecting a portion of the outskirts of Springfield in the Metropolitan Statistical Area. The District protects a largely residential area with addresses in Republic, Springfield, Ozark, & Nixa. The District also protects the entire City of Battlefield.

As of the 2016 census, the City of Battlefield's population is the third largest in the county at 6,050 residents. This number continues to grow every day. This area has experienced explosive growth and continues to be a thriving community. According to the Missouri Office of Administration, Greene County is projected to be the third fastest growing county in the state over the next thirteen years. According to that study, we anticipate nearly 80,000 additional residents to move to Greene County and surrounding area.

Our fire district protects five public elementary schools and one middle school in the Springfield Public School District (Springfield R-12), which is Missouri's largest fully accredited school system. Because of our location, we also have residents whose children attend Springfield, Republic, or Nixa school districts. The James River and Schoolcraft expressways provide direct access to our district, along with US Highway 160. Giving our residents and visitors direct access to Branson and the Tri-Lakes area.

Our District derived its name from the Wilson's Creek National Battlefield, which is just west of the district boundary. This park preserves the site of the Battle of Wilson's Creek, fought on August 10, 1861. This battle was the first major engagement of forces west of the Mississippi at the onset of the Civil War.

Because of our population and its diversity, the demographics of our area residents range from the poverty stricken and destitute to the very wealthy and affluent. With that, comes an assortment of cultures offering a big city variety with a small town feel. With quick access to several cities in the area, our residents enjoy their quiet neighborhoods with all of their amenities just a short drive away. Our community's conservative identity is ever present with churches from all faiths seen on every major roadway and side street.

Our residents enjoy a relatively low cost of living, especially for the opportunities which surround us. Missouri is ranked sixth out of the top ten states with the lowest cost of living in the nation. The Springfield Metropolitan Statistical Area has an even lower cost of living, falling below our state average in almost every category. Even with our low cost of living, our area remains competitive in wages in comparison with much larger markets. The average wage of workers in Greene County exceeds that of any other adjacent county. All of these criteria further explain why our area attracts and retains residents who move here from across the country.

As previously mentioned, the Battlefield Fire Protection District is located along the southwest edge of Springfield, Missouri. The District covers approximately 32 square miles of mostly residential housing. As of 2017, an estimated population of the District is 80,000 to 85,000 residents.

# OUR FIRE DISTRICT

The District operates from four fire stations, three of which have 24-hour career staffing. We currently employ 38 career fire suppression staff, 2 reserve firefighters, a full-time mechanic, a full-time administrative secretary, and a part-time employee who does light maintenance. We have a state of the art training center and are recognized by the state as a certified training facility. We host many courses and classes of various facets including an Emergency Medical Technician-Basic course taught twice annually. We are also the training facility for our local technical college's Fire Science program.

Annually, our personnel respond to more than 3,000 calls for assistance. On average, 60% or more of those responses are calls for medical assistance. Along with BLS medical response, we provide fire suppression, vehicle rescue, environmental protection, and technical rescue responses. With our close proximity to large rivers, local lakes, and areas prone to flooding, we also have one of the area's three swift water rescue teams.

From the four stations, we respond a full complement of apparatus. Currently, the district has three frontline pumpers, two reserve pumpers, one rescue, one water tender, one shift commander SUV, two pick-ups for the Deputy Chiefs, and three ancillary SUV's. Also, our department mechanic is provided with a super duty pick-up which serves as his transportation and doubles as our snow plow for district properties.

As a district, we crossed a major operational milestone this year by ordering our first aerial apparatus which is set to be delivered in mid/late 2018.

Each of our facilities have been remodeled or rebuilt to accommodate the needs of our growing number of staff. Our Station #1 was built in 2004 to replace the old building which was destroyed by a tornado in May of 2003. Station #2 was remodeled in 2011 to create bedrooms for future career staff and accommodate our resident firefighter program. Station #3 was rebuilt from scratch to allow for more bedrooms and accommodate larger apparatus and more career staff. Our Station #4 is next on the list for a remodel and plans are in the works for construction to be completed by Spring of 2018.

Funded by a property tax, our revenue for 2018 is expected to be a little more than \$3.35 million. This revenue provides us with a lean approach for planning for expected capital improvements and apparatus acquisitions necessary to complete our mission, while balancing rising operating and personnel costs. Our operating budget provides cost effective & efficient fire, rescue, and environmental protection services, along with other necessary emergency services essential to the health, safety, and well-being of our community.

**ISO CLASS 2**

**FISCALLY SOLVENT**

**STATE OF THE ART  
TRAINING FACILITIES**

**REGIONAL RESPONSE  
CAPABILITIES**

**MUTUAL AID  
COORDINATION**

**ASSOCIATION  
INVOLVEMENT**



Currently, our district operates two sections: Operations & Technical Services. The Operations Section is the largest division and is administrated by a Deputy Chief. This division is responsible for emergency services and the equipment and personnel charged with carrying out those services. The Operations Section administrator supervises our three shift commanders who hold the title of Battalion Chief. Along with other duties, each Battalion Chief is responsible for their respective shifts who work their rotating 48/96 work schedule.

The Technical Services Section is also administered by a Deputy Chief. This section is responsible for administrating the district's Fire Prevention, Fire Safety Education, Fire Investigation, Grant Management, and Training programs. Effective and efficient administration of both sections allowed our district to obtain an ISO rating of 2 on our last evaluation. The Greene County / Springfield 9-1-1 center and our two supporting public water companies created improvements in their services to assist in this rating.



## WHAT IT TAKES

We are looking for the next person to fulfill the office of Fire Chief. The ideal candidate should have a proven successful background in public safety with increasingly responsible supervisory and managerial experience in a command capacity. Candidates should not be “tradition bound” but a fire service professional who has the experience and reputation for being an innovator and capable “change agent” using forward looking approaches in providing fire and emergency medical services in the protection of life and property for the community. He/she should have sufficient experience and ability to accurately evaluate operational performance, adequacy of staffing, and appropriateness of organizational structure toward superior performance of the District’s mission. He/she should have experience in developing positive, cooperative, and supportive relationships with other public safety organizations. Experience in preparing and controlling budgets, and having a background in cost-effective administration of human resources, capital assets, and financial resources is a must. He/she should have experience in long-range planning and the establishment and implementation of goals and objectives. Having demonstrated ability to work effectively with elected and appointed officials and members of the general public is also a must.

The applicant shall have no less than ten (10) years of fire service experience with a minimum of five (5) years’ experience at an administrative level in supervision, training, fire prevention and/or fire suppression. A Bachelor’s Degree or EFO certificate is preferred. It is the intent of the District that the Fire Chief reside within the Fire District’s outer boundaries.

Competitive salary and benefits package to include, but not limited to: Provided Health, Dental, Vision, & Life Insurance for employees; Missouri LAGERS Contributory Pension; Provided staff vehicle; 457B Retirement Plan is also optional. Annual Salary \$67,000 - \$80,000 DOQ

# **Battlefield Fire Protection District**

## **Fire Chief Applicant Questionnaire**

Each applicant must submit typed responses to all five (5) questions along with a cover letter and resume as part of the application process. Ideally, the responses should not exceed four (4) pages in length. The answers will be reviewed based on the following criteria:

- All questions fully answered with clarity, cohesiveness, and credible content.
  - Correct grammar, punctuation, and spelling.
  - Appropriate vocabulary.
  - Logical structure and transitions.
  - Sequence of concepts, ideas, and thoughts.
  - Ability to elaborate.
  - Use of actual experience.
1. The Battlefield Fire Protection District operates a combination fire department using full-time, part-time, and reserve employees. Our career firefighters work on a 48/96 hour shift and operate under a contract negotiated with the International Association of Firefighters (IAFF). Describe your approach to labor-management relations including contract adherence, negotiation, and disciplinary processes.
  2. Describe your approach in being part of a command staff or management team that is driving an important change.
  3. Describe your philosophy and approach, using your specific perceived qualities, on how you contribute toward a strong team environment and motivate your personnel to perform at their highest levels.
  4. Describe your most effective communication skills and provide an example of a time when you were able to successfully communicate with another person, even when that individual had a differing opinion.
  5. The Battlefield Fire Protection District is part of the Springfield Metropolitan Statistical Area (SMSA). As stated in the brochure, even as one of the most populated protection districts in the state, we continue to experience explosive growth. Describe how you would approach a strategic planning process in an area that would experience significant growth in the next five (5) years.