

SUCCESS STARTS HERE

COME JOIN OUR TEAM!

*Do the work you love while making a positive impact for Goldsboro's residents. We are seeking an experienced and proficient leader to join our team as ...*

FIRE CHIEF



# GOLDSBORO CITY COUNCIL

The City of Goldsboro has a City Council/City Manager form of government. The Council is comprised of six members elected by specific districts and a Mayor elected at large. The Mayor and City Council members serve a four-year term.

The Mayor is the official and ceremonial head of the City Government and presides at Council meetings. As the legislative body of the City, the City Council adopts ordinances and resolutions, and establishes policies, programs, and procedures necessary for governing Goldsboro.

The City Council recognizes that its role generally is that of a policy-making body and has a strong history of appreciating the distinct roles of city management from city council. One of the most important tasks each year for Council is approving the annual City budget and setting the accompanying tax rate.



## Mission Statement

*The mission of the Goldsboro Fire Department Emergency Services is to protect lives, the environment, and property by providing prompt, skillful, and cost effective fire protection, EMS, and life safety services. The Goldsboro Fire Department Emergency Services maintains a receptive and ethical work environment which is conducive to the development of innovative and creative solutions by employees to meet the ever-changing needs of the community.*

Located in North Carolina's coastal plain, Goldsboro is a city like no other. Goldsboro sits amid (one hour in each direction) the cities of Raleigh, New Bern, Greenville, and Fayetteville. The City is also just over an hour from the center of Research Triangle Park and, in the other direction, the beaches of Wilmington and Wrightsville. Goldsboro is politically, geographically, economically and strategically positioned to continue to grow as a center of commerce, nationally recognized military stewardship (home to Seymour Johnson Air Base), tourism, and education (seventeen colleges and universities are located within an hours' drive). The City prides itself on being a safe and secure community with a strong and diverse economy and an exceptional quality of life for its citizens. Goldsboro is viewed as a model of excellence in government as well as a city of racial and cultural harmony. The City is recognized for its high quality of family life, thriving agribusiness, and as the home of Seymour Johnson Air Force Base. Goldsboro has a professional staff of more than 460 full-time employees. The



general fund budget for fiscal year 2020-21 is over \$63 million.

The Goldsboro Fire Department serves a population of over 36,000 citizens and responds to an average of



2200 calls annually, including false alarms, EMS, structure fires, vehicle accidents, etc. We also serve parts of Wayne County through mutual aid contracts that cover an additional 557 square miles and over 122,000 citizens. The department is currently raising funds to restore the oldest existing piece of the City's motorized firefighting equipment - the 1919 La France fire engine.



# THE POSITION

The Fire Chief directs the activities of assigned personnel in the performance of all activities related to fire and emergency services operations. Response and operations include, but are not limited to, hazards associated with: fire suppression and prevention, emergency medical, hazardous materials, water rescue, and technical rescue. An employee in this class directs a variety of departmental activities to include firefighting, fire prevention, emergency medicine, and training in regards to protecting the lives and property of the citizens from injury and or damage associated with “all hazards.” The Fire Chief is responsible for long and short-term program planning for operational and capital needs. He/she determines administrative priorities, and ensures that daily activities are completed in an efficient and effective manner. The Fire Chief is also accountable for the supervision of the departmental staff, preparation and monitoring of the budget, evaluation of work operations, and the performance of all human resource functions to include hiring, training, promotion, counseling, and performance evaluations. The Fire Chief evaluates the need for new equipment and programs essential to effective preparation, planning, response, mitigation, and recovery associated with emergencies.

## ESSENTIAL DUTIES

- Plans, organizes, and directs departmental operations and establishes overall departmental policies associated with all response types; develops short and long-range goals; participates with City leaders in planning for capital facilities and equipment needs, water supply and pressure needs; staffing needs and related matters.
- Provides advice and counsel to the City Council and City Manager regarding aspects of emergency management, all hazards response, code enforcement/prevention, mitigation, and fire education; and participates as part of the management team of the City.
- Develops and implement programs that best serve the citizens, based upon the needs of the City.
- Works with staff to assure effective firefighting operations, emergency medical response, hazardous materials, and technical rescue services and to maintain sufficient level of preparedness and training; ensures necessary level of participation, training, and competency by volunteer members of the department.
- Maintains an awareness of personnel, property and operations of the department; analyzes and takes action on such information in order to improve departmental operations; regulates and balances workload; reviews work objectives and expectations.
- Prepares budget projections of anticipated expenditures and needs; assigns personnel and equipment; evaluates the need for the repair of existing or the purchase of new apparatus and requisitions equipment and supplies.
- Plans for and coordinates activities surrounding any natural disasters; ensures safety policies and procedures are developed; insures necessary departmental operational policies and procedures are developed and communicated.
- Prepares and reviews operational and administrative reports.
- Directs and participates in the hiring, promotion, discipline, and evaluation of departmental employees; establishes a clear sense of mission, vision and priorities and articulates them for staff.
- Responds to all major emergencies. He/she may take command of emergency scene operation or participate as part of unified command; stays abreast of emergency operations and programs including familiarity with modern fire equipment and suppression operations.
- Stays abreast of state-of-the-art fire, hazardous materials, and rescue procedures, techniques, and equipment, to incorporate the necessary changes into in-service training.
- Develops an intergovernmental relationship with local, county, state, and federal agencies and other mutual aid agreements with local fire, EMS and rescue services.
- Performs other related duties as assigned.



## QUALIFICATIONS

We are seeking highly qualified individuals who possess the following credentials:

### MINIMUM REQUIREMENTS:

- Bachelor's Degree in a related field and five (5) years of related experience or
- Equivalent combination of education and experience.

### SPECIAL REQUIREMENTS:

- Possession of a valid Class B North Carolina Driver's License.
- Possession of North Carolina Firefighter certification.
- Possession of North Carolina Fire Chief Officer certification.
- Possession of EMT certification.
- Other certifications as required by the department.

### PREFERRED QUALIFICATIONS

Graduation from the National Fire Academy's Executive Fire Officer Program and Designation as Chief Fire Officer by the Center for Public Safety Excellence

Hiring Range: \$84,052.73 - \$108,428.02

*For a detailed job description and to apply online, please visit our website:*

<https://www.governmentjobs.com/careers/goldsboronc>



## About the Department

*The priorities of the City of Goldsboro Fire Department safety and service. We as a city embrace our values and beliefs to include integrity, professionalism, collaboration, and promoting the quality of life through our duty to serve.*

*We operate five stations with 83 personnel, consisting of administrative and support staff and 81 paid Fire Fighters. We receive an average of 2,200 calls per year including false alarms, EMS, structure fires, vehicle accidents, etc. We also serve parts of Wayne County through mutual aid contracts that cover an additional 557 square miles and a population of over 122,000.*

*Operational Fire Fighters work a schedule of 24 hours on and 24 hours off (alternating) then 96 hours off (4 days). Employees work a 56-hour work week and shifts start and end at 8 am.*

*We are seeking a highly qualified individual with vision and dedication to help accomplish our vision to lower our insurance rating, increase grant funding, expand the Explorer Fire Fighter Program, and provide cross training for our Career Development Program.*



# COMPETITIVE BENEFITS PACKAGE

## WORK/LIFE BALANCE

- **EMPLOYEE ASSISTANCE PROGRAM**
- **PAID LEAVE (VACATION & SICK)**
  - 12 vacation days
  - Holidays: New Year's Day, Martin Luther King Jr. Day, Good Friday, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving (2 days), and Christmas (3 days)
  - 12 days of sick leave
- **FAMILY AND MEDICAL LEAVE**
- **TUITION REIMBURSEMENT**

## HEALTH AND WELLNESS BENEFITS

- ♦ **MEDICAL, DENTAL AND VISION CARE**
- ♦ **FLEXIBLE SPENDING ACCOUNT**
- ♦ **EMPLOYEE WELLNESS**

## FINANCIAL SECURITY

- **LOCAL GOVERNMENT EMPLOYEES' RETIREMENT**
- **NC 401(K)/457**
- **LIFE AND ACCIDENTAL DEATH & DISMEMBERMENT (AD&D) INSURANCE**
- **SHORT-TERM DISABILITY**
- **SUPPLEMENTAL BENEFITS**

\* The city contributes 4% to the 401K for all non-sworn full-time employees and 5% for sworn police officers.

CITY OF GOLDSBORO HUMAN RESOURCES DEPARTMENT  
214 N. Center Street - Goldsboro, North Carolina 27530 - (919) 580-4357  
Apply on-line: <https://www.governmentjobs.com/careers/goldsboronc>