



Position Announcement  
**FIRE CHIEF**

Located in southeast Michigan in the greater Detroit metropolitan region, Auburn Hills is one of the many dynamic and successful communities that make up Oakland County. Perhaps best known as the headquarters community of Fiat Chrysler Automobiles, the City is also home to numerous North American and world headquarters from thirty-two countries. With a residential population of approximately 23,000, the weekday daytime population swells to nearly 100,000 as thousands of people commute into the City for work or to attend classes at one of our four colleges and universities. Within our seventeen square miles is a host of small and big businesses, including high-tech companies that are defined as research & development or advanced manufacturing. Our housing stock offers something for everyone, and our efforts to create diverse housing and active lifestyle options has earned us the designation of a “community for a lifetime”. Geographically located along the I-75 and M-59 corridors, Auburn Hills has the enviable position of being easily accessible to the entire metropolitan Detroit region.

Auburn Hills is seeking an energetic and experienced leader with strong communication and interpersonal skills to lead its full time fire department. A commitment to high professional standards is required and experience with both fire and EMS is important. Our current fire chief is retiring after having served the community with distinction for thirty four years; the past three as fire chief. Personnel operate out of three strategically placed fire stations and are a full time combination agency comprised of 18 full time firefighter/paramedics (or EMTs), two fire inspectors, three lieutenants, one assistant fire chief and a number of part time and paid on call firefighters. The updated fleet consists of three ladder trucks, two engines, a heavy rescue unit and four ambulances. The City expects to take delivery of a new 100’ aerial in August of 2018. The department responds to 3,300 – 3,400 calls annually. The fire department is a member of Mutual Aid Box Alarm System, Division 3201, which provides a streamlined system of automatic aid responses from neighboring fire departments for significant incidents as well as improved interagency cooperation and training opportunities. The current year budget for the department is \$4.6 million.

The city has a Council-Manager form of government with the Fire Chief appointed by the City Council upon recommendation by the City Manager. The Fire Chief reports to the City Manager. The current City Manager has been employed with the city in a management capacity since 2001, the last four as City Manager. The role of Fire Chief is a key and highly visible position in the community and will be recruited with the following quality factors paramount in the search.

- Having knowledge of high-liability issues, community fire strategies, changing community and workforce values, budget resource management, and technology systems and applications.
- Demonstrating skills in leadership, communication, collaboration, decision making, problem solving, finance and resource management, strategic planning, and emergency management.
- Possessing the ability to establish trust and confidence, create and sustain an ethical organizational culture, enforce the laws fairly and impartially, apply critical thinking to problem solving, exercise good judgment in decision making, develop effective community relationships, provide visionary and adaptable leadership, and assess and respond to community concerns.
- Having a minimum of 10 years of experience in fire and emergency medical service work, three years of which must have been equivalent to battalion chief or higher, with an agency that is comparable in size and complexity, or larger.
- Possessing a minimum of a Bachelor's Degree with an advanced degree preferred (e.g., a master's degree in public administration, organizational leadership, or fire science) and completion of Michigan Firefighter Training Council Firefighter II or equivalent, Hazardous Materials Operations, Incident Command Systems and Fire Officer III, graduate of NFA executive Fire Officer Program or equivalent and National EMT or Paramedic licensure.
- A proven track record in successful labor/management relations.

The starting salary range for this position is \$84,925 - \$96,520, DOQ. The most highly qualified and desired candidates can expect to receive a starting salary at the higher end of this range. The city offers a comprehensive benefits package that includes medical insurance, dental, optical, and prescription, and a highly competitive employer contribution to a 401(k) and retirement health savings plan.

To learn more about our community, visit [www.auburnhills.org](http://www.auburnhills.org). Your cover letter and resume shall be sent to: Mr. Thomas A. Tanghe, City Manager, 1827 North Squirrel Road, Auburn Hills, Michigan 48326. The position will remain open until filled.

The City of Auburn Hills is an Equal Opportunity Employer.