



CITY OF WEST PLAINS

The City of West Plains is looking for a thoughtful, energetic, and innovative leader to join our team as the next Fire Chief. Our city takes tremendous pride in strengths-based leadership that embraces collaboration and efficiency.

We are seeking an effective leader with a proven track record of leadership in a fire/emergency response agency, with demonstrated success in improving public safety and emergency response. They will possess strong organizational management skills and an ability to bolster morale among firefighters. The ideal candidate will build trust and respect within the department and community, embrace transparency, and apply modern emergency response preparedness principles. A collaborative and inclusive leadership style is essential.

The Fire Chief leads the department by managing its personnel, budget, and resources. Responsibilities include developing and implementing policy initiatives; setting the tone, climate, vision, and strategic plan for the department and emergency management; ensuring compliance with statutory responsibilities and directives; developing multi-jurisdictional approaches as necessary and providing the highest level of analysis and recommendations to the city administrator.

Key Qualifications:

- Detail-oriented, process-oriented, adaptable, and responsive.
- Verifiable work history of exceptional organizational and communication skills
- Desire to work actively, collaboratively, and creatively as part of a team.
- Skilled in employee relations.

Education and Experience:

- At least five (5) years of directly related departmental or administrative management experience.
- At least three (3) years of professional emergency management, strategic planning, project management, or program development experience.
- Experience managing personnel and developing fire department budgets.

Licenses and Certifications:

- Missouri Commercial Driver's License, Class B with air brake endorsement.
- IFSAC or Pro Board certifications for Firefighter I & II, Fire Inspector I, Fire Service Instructor I, Fire Investigator, NIMS ICS 100, 200, 300, 400, 700 and 800, and AHA-CPR & AED certification for Healthcare Professionals.
- IFSAC or Pro Board Fire Officer II or above (Fire Officer 4 and/or National Fire Academy Executive Fire Officer Certification (EFO) or Chief Fire Officer Designation (CPSE or state certified) highly desirable.

Any combination of relevant education, experience or licenses and certifications that demonstrate the ability to successfully perform the essential duties of the job may be considered.



CITY OF WEST PLAINS

Why Choose the City of West Plains?

Community Impact: Become a part of something bigger by directly contributing to the betterment of our city and the lives of its residents.

Collaborative Culture: Experience a workplace where collaboration is not just encouraged but celebrated! Our municipal workforce thrives on teamwork, communication, and shared successes.

Training and Development: Invest in your career growth with our training and development programs by participating in our career progression program. Enhance your skills and stay up to date with industry trends, ensuring you are well-equipped to serve our community.

Strengths-based Leadership Team: Grounded in the CliftonStrengths framework, our leadership team leverages the unique talents of our employees to foster collaboration, alignment, and growth, ultimately driving organizational success in a positive and empowering work environment.

For more information regarding the West Plains Fire Department, visit westplains.gov/fire.

Salary and Benefits:

- This is an exempt position with a salary range of \$73,486.40 to \$102,460.80, depending on experience and qualifications
- Medical, Dental, Basic Life/AD&D and Long-Term Disability coverages offered at zero cost to the employee, with dependent coverage offered at the employee's cost.
- Missouri Local Government Employee Retirement System (LAGERS) which is fully funded by the City (no cost to employee) with vesting after 5 years.
- Voluntary participation in Vision, Cafeteria Plan IRS Section 125, Deferred Compensation 457(b) Plans, Flexible Spending Account (FSA) and Supplemental Life, Accident, Cancer coverage, and an Employee Assistance Program (EAP).
- Generous paid time off (PTO) program in which new employees receive eight hours of PTO per pay period.
- The City of West Plains strictly enforces a zero-tolerance drug and alcohol policy.
- The City of West Plains is an E-Verify employer. E-Verify is an internet-based system operated by the Department of Homeland Security (DHS) in partnership with the Social Security Administration (SSA) that allows participating employers to electronically verify the employment eligibility of their newly hired employees in the United States.

To Apply:

To be considered for employment, you must submit a resume and a completed City of West Plains application. Applications are available online at www.westplains.gov. Completed applications and resumes may be emailed to hr@westplains.gov or delivered in-person to City Hall at 1910 Holiday Lane. This position will remain open until filled. All offers of employment are contingent upon successful completion of all pre-employment or post-offer testing, including but not limited to, drug and alcohol screening, thorough background investigation, credit check and medical examination.