Plain Township Fire Chief

The Plain Township fire chief is retiring in July, 2020 after 25 years of service that saw the Fire Department grow from mostly volunteers to 38 professional full-time firefighters. The Fire Department is funded with four permanent levies and enjoys the support of the community. A new Sutphen SPH-100 ladder was delivered in June of 2019 and a new Horton Medic is scheduled for delivery in May 2020.

Plain Township is seeking a servant leader and skilled manager to serve as its next Fire Chief. The ideal candidate is an experienced, trustworthy, and passionate professional with a commitment to providing exceptional service. The next Fire Chief will be a visionary, forward-thinking, and innovative individual who is aware of emerging trends in the fire service, technological advancements, health and wellness, and best practices.

The selected candidate will need to balance the needs of the Fire Department with the collective needs of the Township, demonstrating political astuteness. The Fire Chief must be able to maintain a professional, composed presence at all times and work well under pressure, demonstrating flexibility and adaptability as situations change, and make well-informed, data-driven decisions. The chosen candidate will have budgeting experience, with strategic awareness of the township’s financial situation and the impact of financial decisions.

A collaborator and relationship builder, the next Fire Chief will lead by example and unite employees with a shared sense of purpose. A proven track record of developing personnel and providing opportunities for professional growth is essential. The selected candidate will have effective conflict management skills, always handling sensitive issues with tact and diplomacy, and maintain a culture of accountability.

The next Fire Chief will be an assertive, outgoing individual with excellent communication skills and will have an open-door policy with staff and citizens to maintain a high level of engagement and transparency. It is important that the next Fire Chief maintain the positive reputation and presence of the Fire Department in the community.

The chosen candidate will build relationships with the City of New Albany and the New Albany Plain Local School District along with area fire departments. The Fire Department fosters a spirit of collaboration and cooperation. Firefighters trained all school staff and bus drivers in emergency bleeding control. Plain Township participates in a Regional Council of Governments operating the Metropolitan Emergency Communications Consortium with joint dispatching and medical direction. Such cooperative efforts help shape the culture of the Plain Township Fire Department.
COMMUNITY

Plain Township is located northeast of Columbus, Ohio in Franklin County. Plain Township serves the City of New Albany within Franklin County and serves a combined area of 13,000 residents. The City of New Albany is known as a progressive and growing community with a number of Fortune 500 headquarters and a diverse mix of commercial development. Boasting a top 20 public school district, McCoy Center for the Arts, award winning parks and a thriving health culture, this is a great place to call home.

Located along Highway 161, Plain Township enjoys easy access to recreational and cultural opportunities of Columbus and quick access to John Glenn International Airport. Columbus is the 14th largest city in the United States and a thriving hub of innovation and technology. It’s also a sports town including the Ohio State University Buckeyes, Columbus Blue Jackets, Columbus Crew and Columbus Clippers. Columbus also offers the award-winning Columbus Zoo and Aquarium, Columbus Metropolitan Library System, Columbus Museum of Art, the number one Center of Science and Industry, and a robust music and art scene.

The community population of 13,000 nearly doubles to a daytime population of 25,000. New Albany public schools serve 5,000 students in K-12 on a single campus. Commercial development includes large employment centers such as Abercrombie & Fitch and Discover Card, each employing over 2,000 individuals. Multiple commercial structures encompass more than 500,000 square feet.

Within the City of New Albany, the median household income is $187,200 and the average home value is $495,600. The housing stock is modern with the average home size exceeding 5,000 square feet. The built environment of New Albany makes this a unique community to serve.

FIRE DEPARTMENT

The Plain Township Fire Department is a professionally staffed department that earned a Public Protection Classification rating of 2 from the Insurance Services Organization in 2018. Twelve shift firefighters are assigned to each unit working 24/48 with Kelly days. Two peak shift firefighters working during the week to supplement daytime run volume. Department leadership is currently comprised of a Chief, Assistant Chief, 3 Battalion Chiefs, 3 Captains, and 3 Lieutenants.

The department operates out of a single station centrally located in the center of the service area covering 15 square miles. The department responded to 2,900 emergency calls in 2019. The department cross staffs a ladder, engine rescue and three medics daily. Mutual aid is provided by surrounding departments.

IDEAL CANDIDATE

The Fire Chief must be an effective communicator and active listener. This position provides leadership within the department, is a key member of the township’s executive team, and provides leadership throughout the community as a key collaborator for community safety. The ideal candidate will be engaging and personable and able to develop support within the community. Candidates must have command and/or operational experience in all aspects of EMS, fire suppression and prevention.
The successful candidate must be politically savvy, approachable, inclusive, and team-oriented while being committed to developing leadership within the Fire Department. The Fire Chief must be collaborative, results oriented, and data driven. The Fire Chief must possess personal integrity and honesty while holding others accountable for performance. The next Fire Chief is expected to develop command staff and to ensure best in class service delivery. The Fire Chief must possess a coaching and mentoring leadership style while building trust and respect within the department.

QUALIFICATIONS
Minimum of ten (10) years of experience in fire or emergency work with at least five (5) years of direct supervision experience

Completion of Fire Officer I & II is required. Completion of Ohio Fire Executive Program or NFA Executive Fire Officer Program is desired. A bachelor’s degree in fire science, public administration or closely related field is desired.

State of Ohio Firefighter II and EMT certificates and NIMS ICS 100, 200, 300, 400, 700 and 800 are required.

Ability to successfully pass a comprehensive background investigation as well as a pre-employment physical. See position description for full list of qualifications.

Due to the need to respond to emergency situations, the successful candidate must establish residency within Franklin County or a contiguous county within six months of hire.

KEY PRIORITIES
Develop a comprehensive operating and capital budget for the fire department including an equipment replacement schedule and facility maintenance schedule.

Enhance the department’s professional development program through coaching and mentoring officers, and identifying development opportunities and training that focus on succession planning to address future retirements. Identify opportunities to recruit and hire additional firefighters as needed.

Develop community relationships with key stakeholders to strengthen community risk reduction and work to proactively and progressively improve community safety.

Develop policies and programs to improve health and safety outcomes for department personnel while incorporating emerging science and technology.

Develop a plan to maintain service levels in a growing community with road network and traffic challenges.

FORM OF GOVERNMENT
Plain Township was established as a civil township in 1810. The township is governed by a three-member board of trustees and an elected fiscal officer. The Board of Trustees appoints a Township Administrator to manage the township government. The fire chief reports to the township administrator. Plain Township’s 2019 expenditures totaled $11.5 Million including $9.4 Million in Fire Department spending. There are 56 full-time township employees including 42 full-time fire department employees, of which 38 are firefighters.

SALARY AND BENEFITS
The salary range for this position is $100,000-$120,000 with full township benefits including Ohio Police & Fire pension pickup, both the 24% employer share and 12.25% employee share are paid by Plain Township.

Benefits include Medical, Vision, and Dental insurance available and $50,000 in life insurance provided, 10 paid holidays, and 130 hours of sick leave annually. Fire Chief command take-home vehicle provided.

APPLICATION AND PROCESS
Interested candidates should submit a cover letter, resume, and credentials to Sharon DeLay by email to info@go-hr.biz by March 29. A copy of all credentials must be included. Initial review of applications will begin on April 1.