THE COUNTY OF VENTURA INVITES APPLICANTS FOR

COUNTY FIRE CHIEF

Base salary up to $259,778.06 Annually *

*plus car allowance and up to 5% educational incentive
THE POSITION

Appointed by the County Executive Officer, with the concurrence of the Board of Supervisors, the County Fire Chief is responsible for the protection of life and property from fire and other emergencies by directing the activities of the Ventura County Fire Protection District.

The County Fire Chief has full responsibility for planning and managing the operations of the Fire District including a variety of community service functions, including fire code enforcement, community education, and inspection along with organizing, and directing the full-service fire, rescue, and medical emergency response. The County Fire Chief will provide professional leadership and will serve as an on-scene emergency incident commander as needed and represents the County in emergency service matters at the local, state, and national levels.

THE IDEAL CANDIDATE

The ideal candidate will be a strong, compassionate, approachable, genuine leader, that promotes transparency, innovation, and confidence as well as a commitment to developing and mentoring staff and serving our diverse community. They will be someone who consistently demonstrates sound professional judgment, reasons logically, and takes a strategic approach to problem-solving. The successful candidate will have excellent oral and written communication skills. This classification is “at-will” and exempt from civil service.

THE QUALIFICATIONS

EDUCATION, TRAINING, and EXPERIENCE

Must possess at least five (5) years of responsible managerial and administrative experience in fire protection services supplemented by considerable training in fire science, public administration, fire administration, or other closely related fields.

NECESSARY SPECIAL REQUIREMENTS

- Significant community engagement and public outreach experience (Bilingual in Spanish is a plus).
- Experience with large scale incident management.
- Exemplary leadership skills required to develop, coach, empower, motivate and manage staff.
- Ability to obtain and maintain a valid CA driver license.

Experience history must demonstrate:
1. Significant community engagement and public outreach experience.
2. Experience related to:
   - Fire administration
   - Budget preparation and administration
   - Leadership and supervision skill
3. Commitment to diversity, equity & inclusion.
THE COUNTY OF VENTURA
Ventura County is located on California's "Gold Coast," approximately 35 miles northwest of Los Angeles and 20 miles southeast of Santa Barbara. Residents enjoy rolling hills and sweeping ocean views in a nearly perfect Mediterranean climate. The beauty and weather combined with a wonderful quality of life are among the many reasons our residents choose to call Ventura County “home.”

Ventura County is a “general law” county, governed by a five-member, elected-by-district Board of Supervisors. The Supervisors appoint a County Executive Officer (CEO) to oversee the County budget, day-to-day operations, and to advise, assist, and act as an agent for the Board of Supervisors in all matters under the Board’s jurisdiction.

ABOUT US
VENTURA COUNTY FIRE DEPARTMENT
The County of Ventura Fire Department is committed to excellence, delivered with pride. Our response area includes more than 480,000 people in the unincorporated areas of Ventura County and seven of its cities: Ojai, Port Hueneme, Moorpark, Camarillo, Santa Paula, Simi Valley and Thousand Oaks. Comprised of approximately 600 dedicated personnel, the Ventura County Fire Department (VCFD) is an all-hazard, full-service agency. VCFD’s services are built around our mission of anticipating and responding to the dynamic public safety needs of our diverse community. This includes prevention and education, response and communication. We proudly provide fire protection, medical aid, rescue, hazardous materials response, and a variety of other services to the public. Formed in 1928 as a special district, the Ventura County Board of Supervisors act as the fire department's board of directors.
COMPENSATION AND BENEFITS

The County of Ventura offers an attractive compensation and benefits package. Aside from our salary of approximately $185,537 to $259,778, an employee within this position will also be eligible for the following:

- **A general Salary Increase** (GSI) of 2.0% effective December 26, 2021.
- **Automobile allowance** of $575 per month or agency vehicle.
- **Uniform Allowance** - $1,000 annually.
- **Educational Incentive** - Possible eligibility for an educational incentive of 2.5%, 3.5%, or 5%, based on completion of an Associate’s, Bachelor’s, or graduate degree.
- **Executive Administrative Leave** - The candidate selected for this position will earn 248 hours per year, increasing to 288 hours after 5 years of service, to 328 hours after 10 years of service, and to 368 hours after 15 years of service or other public service.
- **Annual Leave Redemption** - The ability to “cash in” or redeem up to 100 hours of Annual Leave per year after using 80 hours of annual leave within the previous 12 months (Management Resolution, § 1205).
- **Deferred Compensation** - Eligible to participate in the County’s 401(k) Shared Savings Plan and/or the Section 457 Plan. This position is eligible for up to a 3% match on your 401(k) contributions.
- **Health Plans** – Medical, dental, and vision plans for you and your dependents. A flexible credit allowance of up to $16,692 annually. This will increase to $19,612 for the 2022 plan year effective December 12, 2021.
- **Bilingual Incentive** - Proficiency levels by exam are $.65 per hour (Level I), $.80 per hour (Level II), or $1.10 per hour (Level III).
- **Flexible Spending Accounts** - Increase your spending power by reimbursement with pre-taxed dollars for IRS-approved dependent care and health care expenses.
- **Holidays** - 11 paid days per year which includes a scheduled floating holiday.
- **Professional Memberships** - Professional Memberships, Disability Plans, Employee Assistance Program, Life Insurance, Tuition Reimbursement, Benefit Reimbursement Program, and a Wellness Program.
- **Pension Plan** - Both you and the County contribute to the County’s Retirement Plan. If you are eligible, you may establish reciprocity with other public retirement systems, such as PERS. Based on your hire date with the County, or eligible reciprocal date, your retirement plan benefit will be:

<table>
<thead>
<tr>
<th>Hire Date</th>
<th>Plan Benefit</th>
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<tbody>
<tr>
<td>Before January 1, 2013</td>
<td>2.00% @ age 50</td>
</tr>
<tr>
<td>After December 31, 2012</td>
<td>2.70% @ age 57</td>
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For specific pension plan details, please contact VCERA at vcera.info@ventura.org or call them at (805) 339-2509.

APPLICATION PROCESS

To APPLY for this exceptional career opportunity, please submit an online application at [www.ventura.org/jobs](http://www.ventura.org/jobs) and attach your current resume and a cover letter illustrating your experience with all the following:

- Your experience with large scale incident management, including the size of the incident(s) and your leadership role.
- Your experience with community engagement and public outreach.
- Your experience managing budgets, including the size of budgets you have managed;
- Your experience leading and managing bureaus consisting of one or more divisions, to achieve specific goals, both operational and strategic. Include the titles, sizes, and functions of staff you supervised; and
- Making presentations to community groups, residents, the public, advisory boards, and public officials.

RESUME EVALUATION: All resumes will be reviewed weekly beginning January 5, 2022 to determine if the stated requirements are met. All relevant work experience, training and education need to be included to determine eligibility.

INTERVIEW PROCESS: Following a structured evaluation of the resumes, the most qualified candidates will be invited to a panel interview. The top candidates, as determined by the panel, will then be invited to a second interview with the County Executive Office management team. The interviews may be consolidated into one process or expanded into multiple interviews contingent upon the size and quantity of the candidate pool.

BACKGROUND INVESTIGATION: The selected candidate may be subjected to a thorough background investigation which may include inquiry into past employment, education, criminal background information, and driving record. In addition, the successful candidate may be subjected to Live Scan fingerprinting.

For further information about this recruitment, please contact Jessica Ruiz by e-mail at jessica.ruiz@ventura.org or by telephone at (805) 654-2419.
MISSION

To provide superior public service and support so that all residents have the opportunity to improve their quality of life while enjoying the benefits of a safe, healthy and vibrant community.

VALUES

Build and foster public trust through: Ethical behavior; transparency and accountability; equitable treatment and respect of all constituents; excellence in service delivery.

GUIDING PRINCIPLES

We focus on serving our residents and business communities by:

* Adopting carefully considered policies that promote diversity, equity, and inclusion
* Staying competitive through the implementation of proven practices and the effective use of technology
* Deliver services in a business and constituent friendly, customer-service driven, cost-effective manner
  * Utilizing strategic thinking and action
  * Promoting an action-oriented, empowered, accountable, and diverse workforce
  * Planning for and developing programs to meet future and current community needs
  * Operating in a fiscally responsible manner
* Driving engagement, strategy, execution, and accountability to include diversity, equity, and inclusion initiatives to ensure that all employees are treated with respect and without discrimination, and improve culturally appropriate outcomes for community members.