OPPORTUNITY PROFILE  |  Fire Chief
ABOUT THE CITY OF ST. ALBERT

St. Albert is renowned for its botanical arts, its commitment to a green lifestyle and the cultivation of activities that provide for a well-rounded quality of life. Established in 1861, St. Albert is steeped in history and is the oldest non-fortified community in Alberta. Today, St. Albert is a thriving and vibrant community with a population of more than 64,000 residents offering a rich arts and cultural scene, and plenty of recreational amenities.

THE OPPORTUNITY

The City of St. Albert, home to more than 64,000 residents, is a beautiful growing community adjacent to northwest Edmonton. In recent years, St. Albert has ranked at the top of several national surveys recognizing us as a great place to raise a family, with an excellent quality of life and a strong sense of community. With over 100 years of service to its credit, St. Albert Fire Services plays an integral role in shaping and serving our community by providing fire suppression, technical rescue and emergency medical services, hazardous materials mitigation, fire inspection, fire investigation, public education and fire dispatch to the City of St Albert.

The City of St. Albert has an exciting opportunity for an experienced, dynamic and progressive Fire Chief to join our organization. Reporting to the General Manager of Community and Protective Services, the Fire Chief will provide an integrated role in shaping and serving our community by providing fire suppression, technical rescue and emergency medical services, hazardous materials mitigation, fire inspection, fire investigation, public education and fire dispatch to the City of St Albert.

The Fire Chief oversees a complement of over 100 full-time staff in an integrated Fire/EMS service model, and provides direct supervision to three Deputy Chiefs. The individual we are recruiting is a strategic thinker and problem solver with sound judgement. They will work in partnership with the Deputy Chiefs and Union Executive to create a team driven, motivated and respectful workplace. The Fire Chief will foster an environment that promotes a culture of continuous improvement and ensures that the department’s long-term vision, mission and goals are achieved.

This position requires sound budgetary, business planning and project management skills. You must have thorough knowledge and understanding of all legislation, regulations, guidelines and best practices related to the operation of a municipal emergency services department.

THE PERSON

The ideal candidate will possess the following:

- An undergraduate degree in a related field. Considerable related experience combined with education may be considered as equivalent.
- A minimum 10 years of related senior management experience.
- Extensive knowledge of Incident Command Systems, emergency preparedness and businesses continuity planning.
- Strong leadership skills, including the ability to provide staff with vision and motivational direction in obtaining clearly defined goals.
- Highly developed business acumen with excellent planning and financial management skills.
- Strong conflict resolution and negotiation skills with experience solving complex and sensitive issues.
- Fully conversant in the use of Microsoft Office applications.
- A valid Class 5 Driver’s License.
KNOWLEDGE, SKILLS & ATTRIBUTES

Strategic and Business Planning: provides leadership to all planning initiatives and ensures accountability for achievement of results in the Emergency Services Department. Is able to maintain focus on the strategic direction and long term vision while balancing the need to address the immediate and emerging needs.

Service Excellence: ensures customer satisfaction through timely, proactive and knowledgeable actions that go the “extra mile”, while effectively managing customer expectations in context of the City’s priorities, policies and service delivery standards.

Communication: open, honest, and tactful with all audiences. Demonstrates respect to all in a clear and straightforward style.

Tactical ability: self-directed, not afraid to “roll up their sleeves.” Ability to empower employees to achieve with a commitment to personal excellence.

Creativity and Innovation: the ability to utilize theory, principles and experience to develop new and unique ways to identify root causes of departmental issues and find effective ways to address them.

Leadership Skills: collaborative, progressive and visionary. Develops and mentors others to be leaders; creates, supports, and leads by example to build a high-performance team and a positive work environment. Is appreciative, engaging, understanding and knowledgeable of issues and concerns. Identifies opportunities, inspires action and achieves results.

Integrity and Respect: honest, sincere, dependable, respectful, and trustworthy. High ethical standards and an honest, open-minded and consistent approach to working with staff and stakeholders.

Politically Astute: knows and understands legislative and regulatory processes and has an intuitive ability to read the political implications of recommendations and actions. Guides and mentors Senior Leadership Team and Council with solid and informed recommendations.

Management Skills: Ensures timely and efficient budgeting, financial and information reporting. Uses resources effectively and efficiently; sets clear expectations; ensures accountability through the performance management system. Develops and manages the branch operational and capital budgets.

Decision making ability: assess complex/sensitive situations to determine the importance, urgency and risks and make sometimes controversial or difficult decisions that are in the best interests of the department and organization.

COMPENSATION

A competitive compensation package will be provided including an attractive base salary and excellent benefits. Further details will be discussed in a personal interview.

FOR INFORMATION: PLEASE CONTACT

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