



North County Regional Fire Authority

serving the Cities of Arlington and Stanwood
as well as communities of Bryant, Freeborn, and Warm Beach



Creating an Eligibility List for

Community Risk Reduction / Fire Marshal

Assistant Fire Chief

Salary Starts at \$11,000 – \$13,677
with Excellent Benefits & Other Pay Incentives

Application materials may be obtained at www.northcountyfireems.com

Deadline to apply: January 14, 2022

Our Mission & Values

Our mission is “to provide premier medical services, fire, and all-hazard emergency response to reduce risk and enhance the health, welfare, and preparedness of our entire community”.

We accomplish this with the following core values:

- Integrity
- Innovation
- Pride
- Professionalism
- Ownership

Our Fire Department

North County Regional Fire Authority is comprised of seven fire stations with a service area of approximately 120 square miles. We serve an estimated population of over 45,000 residents (including our contracted fire service areas). Our organization provides service to our residents 24 hours a day, 365 days a year with a combination of Full Time Staff, Part-Paid staff, and volunteer staffing.

The most visible and valued services provided by the North County Regional Fire Authority is our response to, and control of, emergency events that affect the citizens in the area that we serve.

Overall, North County Regional Fire Authority provides a variety of emergent & non-emergent services including:

- Fire Suppression
- ALS/BLS Emergency Medical Services and Transport
- Hazardous Materials Response
- Water Rescue
- Public Information and Education (School information, education and prevention, elderly home & institution safety and general fire & injury prevention, Etc.)
- CPR & First Aid Instruction
- Basic Firefighter Academy (NIMS 100 & 200, Firefighter One, Hazmat Awareness, and Operations, & Emergency Medical Technician certifications
- Varied service calls (Items that could reasonably become an emergency & out of the ordinary.)

Each day our department operates with staffing strategically positioned at six fire stations (The seventh station is a volunteer only station) within our 210 square mile service area. Our departments' emergency response system utilizes a combination of both career and volunteer personnel. This deployment model provides the most cost-effective delivery of personnel and equipment to ensure that patient care, firefighting, and any other emergencies are responded to and mitigated in the least amount of time.

The Position

The Assistant Chief is a management class found in the Fire Authority, responsible for planning, organizing, directing, and evaluating the work of the Administration and Community Risk Reduction Divisions, developing training programs, managing training and safety programs, and assisting the Fire Chief with the Administration of the Fire Authority. An employee in this

classification is responsible for managing fire prevention, public education and data analysis/administration under the general direction of the Fire Chief, who outlines broad policies and reviews work primarily for results obtained. The Assistant Fire Chief is an “Exempt Employee” as an FLSA Exempt position.

Selection Process

- Posting closes on January 14, 2022.
- Oral Board Interviews will be held on January 21, 2022.
- Chief’s Interviews will take place January 26, 2022.

Minimum Qualifications

- Associate Degree in Fire Science or related field -or- a satisfactory combination of experience and education that demonstrates the required knowledge, skill, and ability to perform the described essential functions.
- Eight (8) years paid full-time emergency response experience with a paid or combined paid/volunteer fire department with at least (5) years supervisory experience.
- Must meet all federal/state/county and District minimum requirements to participate in emergency operations within six months of appointment.
- Must possess a valid, insurable driver’s license and be able to respond with short notice, 24 hours a day, on an emergency basis to District alarms.
- Washington State Emergency Medical Technician (EMT) – B or transferable equivalent, i.e. National Registry is highly desirable
- NFPA Fire Officer 1/2 Certification or equivalent training and experience, is highly desirable
- Must possess a working knowledge of the Incident Command System.
- Must possess a working knowledge of fire prevention, plan check, and fire investigation techniques with certificates/experience to support knowledge, skills, and abilities.
- Ability to plan, organize, and supervise work programs.

Required Documents

- Application
- Supplemental Questions
- Fire Officer 1 Certificate, if applicable
- Fire Officer 2 Certificate, if applicable
- Current/Valid Washington State EMT-B (or transferable equivalent) or National Registry if applicable

To be Considered

If you are interested in this outstanding career opportunity, please consider submitting your application and required documents to Katie Casey, Human Resources Manager at kcasey@northcountyfireems.com or they can be mailed to 8117 267th St NW Stanwood, WA 98292. Application packets submitted via email **MUST** be submitted as **ONE PDF DOCUMENT**. **Incomplete or improperly submitted applications will not be accepted.** Deadline for application submission is January 14, 2022. Postmarks will not be accepted. A complete job description and application can be found here: <https://www.northcountyfireems.com/employment/index.cfm>

Compensation & Benefits

Salary begins at \$11,000 – 13,677 depending on experience and qualifications.

Benefits Include:

- Medical, Dental & Vision Insurance
- Life Insurance
- Washington State Department of Retirement Systems (LEOFF)
- State of Washington (DRS) or Nationwide Financial Deferred Compensation Plans
- Education Incentives
- Longevity Pay
- Vacation Leave
- Sick Leave
- Paid Holidays



North County Regional Fire Authority

8117 267th Street NW

Stanwood, WA 98292

Phone: (360) 629-2184 Fax (360) 652-3166

North County Regional Fire Authority Pre-Employment Supplemental Questions

1. Everyone takes a different path through the fire service. Please describe your path, any notable experiences or incidents that have shaped your perspective, and where you would like your career to go from here.
2. A potential developer who envisions constructing a mixed-use complex approaches the City of Stanwood. The developer would like to incorporate underground parking, one level of commercial spaces and five stories of condominiums. Assuming the parking level and the commercial space is Type I (one) construction and the residential portion of the building is Type V (5) construction, what fire code items would you expect the fire department would require in order for to the project to proceed?
3. North County Regional Fire Authority has a wide array of occupancy types. Please list five (5) occupancy types found in the jurisdiction and include with each type any special considerations that would be of interest to the Fire Marshal.
4. North County Regional Fire Authority is experiencing notable growth in Snohomish County and is one of the fastest growing regions in Washington State. What are some concerns a Fire Marshal might have about accelerated construction rates in such a rapidly expanding area? How does the Fire Marshal figure into the equation when it comes to municipal planning and building construction management?
5. Please discuss your views of loyalty in the context of organizational leadership.
6. Consider a project, process, or management tool you played a prominent role in developing. Please describe it, and discuss its development and implementation. What were some barriers faced and how did you overcome them? Describe the impact it had on your organization.
7. The North County Regional Fire Authority is a relatively new jurisdiction encompassing two existing municipalities and multiple rural fire districts that are decreasing in area due to recent annexations, as well as planned future annexations caused by the Washington State Growth Management Act. How do you envision managing diverse groups of employees that have cultural and historical differences while seamlessly providing our citizens with the services they have come to expect?