



**FIRE CHIEF**  
Gilbert, Arizona

Recruitment Services Provided By





## Gilbert by the Numbers:

- **Population:** 273,796
- **Planning Area:** 72.6 Square Miles
- **Median Age:** 34.1
- **Median Household Income:** \$101,175
- 5th Largest City in Arizona
- 81st Largest City in the U.S.

## The Opportunity

Gilbert, Arizona offers a career capstone opportunity to innovative fire service leaders who are looking to make a lasting impact in an engaged, active community and organization. Given the extremely high level of community

support in Gilbert for its Fire and Rescue Department, the next Fire Chief will have an opportunity to create a unique public safety dynamic that will continue Gilbert on its path of civic excellence.

## About Gilbert

Gilbert, Arizona, located just southeast of Phoenix, has evolved into one of the fastest growing communities and is the 81st largest city in the United States. Encompassing 72.6 square miles, geographically larger than Boston, Miami, Minneapolis, San Francisco and Seattle, Gilbert has transformed from an agricultural community into a contemporary, urban community with a relaxed but vibrant atmosphere.

Incorporated in 1920, Gilbert owes its beginnings to William "Bobby" Gilbert who provided land to the Arizona Eastern Railway in 1902 to construct a rail line between Phoenix and Florence, Arizona. Today, the community is continuously ranked as one of the safest and best places to live in the country. From Gilbert's iconic water tower to its amazing parks and entertainment amenities and its top-rated schools, there is something for everybody in this vibrant, family-friendly community.

In Gilbert, they choose to "Anticipate. Create. Help people." With more than 100 years of history and growth, their focus is on keeping the thriving community that Gilbert is today well into the future, while continuing to be one of the top communities in the country.

What sets Gilbert apart is a combination of a sense of community, a unique and enjoyable environment for residents and businesses and a commitment to innovation. Gilbert is a diverse community that celebrates its rich heritage and character and is focused on creating a bright future for everyone. All in Gilbert play a role in the design of tomorrow. In Gilbert, they are shaping a new tomorrow, today.

# Government

Gilbert is a full-service municipality and operates under a Council-Manager form of government. The Gilbert Town Council consists of a Mayor and six Councilmembers. The Mayor and Council serve at-large, representing all citizens and serve four-year terms; there are no term limits and members can be elected to consecutive terms of office. Gilbert municipal elections are non-partisan.

## Gilbert's Organizational Culture

Gilbert is a high performing service organization, employing over 1,600 people who provide roughly 250 lines of service to the community. Team Gilbert's mission is "Anticipate. Create. Help People." They are proud of their culture, which reflects their shared values, beliefs and practices. It's their behavioral compass, and who they aspire to be. The Town's strong value statements are below and boldly illustrate who Gilbert is and where it strives to go.

### We are Driven

We are passionate and driven to excel - always hungry for new challenges and opportunities to achieve more for our community every day. Average doesn't interest us; we are always pushing ourselves for amazing. We understand the importance of our work and strive every day to give Gilbert the future it deserves.

### We are Kind

We believe in the inherent worth of all people. We are inclusive and spread Gilbert kindness in our words and actions. We promote emotionally intelligent leaders who put people and relationships before processes and tools. We serve each other and our community with respect and civility at all times. We believe the ability to connect and help is just as important as talent and knowledge.

### We are Bold

We innovate and take risks, so we can keep growing, improving and learning. New ideas and innovative approaches mean sometimes we'll stumble. If we do, we quickly refocus to find the best path forward. Gilbert is a safe place for big ideas. We are committed to constant improvement and doing things differently. We value curiosity and creativity, knowing that community solutions often require new approaches to complex challenges.

### We are Humble

We have a flat organization where titles are the least interesting thing about us. Service is at the heart of everything we do. We all have meaningful contributions to make. We embrace the servant leadership model and relish opportunities to facilitate the success of others. Authenticity and collaboration are critical to our success.



# The Department

Gilbert Fire and Rescue Department (GFRD) aims to protect the lives, property and environment of the people who live, work, play and travel in Gilbert by serving with integrity, trust, and respect; rapid and effective emergency response; innovative community risk reduction programs; and maintenance of a highly trained and dedicated workforce.

The Gilbert Fire and Rescue Department has a current budget of approximately \$42 million in support of 273 allocated FTE's (198 sworn and 75 professional staff members) spread across 11 fire stations. The Fire Chief has ultimate responsibility for the vision, direction, and service philosophy of the Department. The Department's structure consists of two Assistant Fire Chiefs, one overseeing the Community and Support Services Division and the other overseeing the Operations Division. Each division has two Deputy Chiefs, along with managers and supervisors to assist in effectively managing the service areas.

Gilbert Fire & Rescue recently received the top rating by the Insurance Services Office (ISO). As a Class 1 ISO fire department, Gilbert Fire & Rescue is now identified as a premier fire agency for protecting commercial property and is rated in the top 1% of fire departments nationally. The Department is CPSE accredited, placing it among the nation's top fire agencies. In addition,

the GFRD provides a robust fire prevention program to enhance community safety. The Gilbert Fire & Rescue's Prevention Department is committed to keeping the community a safe place to live, work, and play. This mission is achieved through partnering with local businesses, schools, and residents to ensure that they have necessary information to stay safe in the community the GFRD loves to serve.

The Gilbert Fire and Rescue Department has added ambulance service to its noteworthy list of methods through which it demonstrates its commitment to serve residents. With Gilbert's mission to anticipate, create and help people in mind, the Gilbert Fire & Rescue Department recently expanded their Ambulance Transportation Division. Six ambulances now service the entire Gilbert town limits, securing a critical line of service and providing the best possible care and coverage for Gilbert residents.

Gilbert is also home to the new, award-winning Gilbert Public Safety Training Facility (GPSTF). The facility is a 50-acre multi-use joint police and fire training facility designed to meet the current and future specialized training needs of Gilbert's public safety personnel. It includes dedicated training spaces for the Police and Fire & Rescue Departments and is equipped with multiple tactical, prop and classroom structures, indoor shooting ranges and a driver training track. The GPSTF is nationally recognized as a state-of-the-art training facility and is a symbol of Gilbert's commitment to keeping its community safe.



**273 FTE  
EMPLOYEES**

**\$42M  
Operating Budget**

# The Position

The Fire Chief is responsible for visionary thinking and establishing a strategic direction to lead the Gilbert Fire and Rescue Department in providing safety and security to the residents of Gilbert. Critical to the organization, the Fire Chief has long-term, organization-wide impact with responsibilities that often cross multiple functional areas within the organization. The Fire chief develops and implements programs and is responsible for program outcomes. The Fire Chief has oversight of significant resources, as well as supervises staff including hiring, performance evaluations, coordinating training, employee relations and termination procedures. The Fire Chief serves at-will and at the pleasure of the Town Manager.

## Essential Duties and Responsibilities:

- Actively participates in, collaborates with, and accomplishes organizational, departmental and workgroup goals and objectives.
- Exhibits a service orientation toward internal and external customers and maintains productive working relationships.
- Supervises staff to include prioritizing and assigning work; conducting performance evaluations; ensuring staff is trained and following policies and procedures; maintaining a healthy and safe working environment; and making hiring, termination, and disciplinary recommendations.
- Directs the activities of the department to include overseeing the development and administration of policies, procedures, programs, goals and objectives. Ensures department compliance with applicable laws, codes, regulations and standards.
- Oversees and evaluates departmental operation effectiveness, recommends and implements process improvements and optimization of resources.
- Represents the organization and the department with various agencies and organizations. Serves on regional/state boards, committees, and associations.
- Is actively involved in the community and presents a strong and positive image for Gilbert Fire and Rescue.
- Develops short and long-term goals, objectives, and strategic plans. Provides departmental direction in the implementation of plans and objectives.
- Develops, administers and oversees departmental budget. Reviews financial statements, monitors and approves expenditures and ensures compliance.

A photograph showing a red fire truck in the foreground and a brick building in the background. The building has a sign that reads "GILBERT FIRE & RESCUE No. 9". The fire truck also has "GILBERT FIRE & RESCUE" written on its side.

GILBERT FIRE & RESCUE  
No. 9



## Challenges & Opportunities

The next Fire Chief for Gilbert will have the opportunity to address some meaningful organizational challenges which will enhance the internal organizational culture and assist in moving Gilbert forward toward its aspirational goal of being a trend-setting municipality:

- The Gilbert Fire and Rescue Department enjoys a great deal of community support and is actively engaged in community activities. The Town places a high degree of emphasis on customer service and the next Fire Chief will continue to look for opportunities to enhance service to the community.
- There is a need for the next Fire Chief to build a sense of community within the department through the establishment of strong internal communication and connectivity. A leader who is visible and present inside the organization and externally in the community is necessary.
- Organizational development, mentoring and succession planning will be challenges/opportunities for the next Fire Chief. A strong background and demonstrated track record in these areas are needed and strongly desired.
- A commitment to diversity, equity and inclusion will be a focus for the next Fire Chief. Building an organization supportive of diverse backgrounds and thoughts will create additional recruitment opportunities and demonstrate the spirit of inclusivity the Town desires.
- While the Gilbert Fire and Rescue Department is well-resourced in terms of equipment and technology, there is an opportunity for the next Fire Chief to bring creativity and a keen eye for service improvements to the organization.
- A modern, progressive mindset with respect to communications and social media use will position the GFRD to be more interactive with the community it serves. A thought process geared toward creativity and collaboration will assist the next Fire Chief in advancing the already stellar reputation of the organization.
- The Gilbert Fire and Rescue Department is a strong partner in the city organization, but an opportunity to improve the level of cooperation/integration with other Town departments exists. A “One Gilbert” mentality is essential.



## Ideal Candidate

The ideal candidate for the position of Fire Chief in Gilbert will possess certain traits and experiences that will likely lead to success:

- A team-oriented, problem-solving, collaborative leadership orientation
- An open, transparent, inclusive, and engaging communication style that inspires people inside and outside the Gilbert Fire and Rescue Department
- An absolute commitment to investing in the mentorship and professional development of all department staff
- Demonstrated experience in the area of organizational development, along with the ability to compel those in the organization toward its shared set of mission, vision, and values
- A strong understanding of the importance of working cooperatively with other departments within the town organization and with regional partners
- A progressive mindset and an ability to harness the unique contributions of staff from different generations and backgrounds
- Willingness and demonstrated experience in embracing the use of creative communications, social media, etc. to engage and inform Gilbert residents
- Highly visible leader and representative of the Gilbert Fire and Rescue Department, Gilbert Leadership Team, and in the community
- A community oriented, relationship driven leadership style
- Strategic thinking skills are essential
- Courageous communicator with a track record of accountability

# Qualifications

Any combination of training and experience that would provide the required knowledge, skills, and abilities is qualifying. A typical way to obtain the required qualifications would be:

**Education:** A Master's degree in a related field from an accredited college or university.

**Experience:** 7 years of experience related to area of assignment, including 5 years of leadership experience; or, an equivalent combination of education and experience sufficient to successfully perform the essential duties of the job such as those listed above.

**License or Certificates:** Advanced fire leadership certifications such as Chief Fire Officer (CFO) and similar high-level certifications are highly desirable.





# Compensation & Benefits

The salary range for the Fire Chief is **\$134,000–\$214,000**, with placement in the range dependent on qualifications. In addition, an excellent executive benefit package is provided as outlined below. Key benefits include:

- Arizona State Retirement System (ASRS) or Public Safety Personnel Retirement System (PSPRS)
- Deferred Compensation – 457(b), 401(a)
- Relocation Assistance
- Medical Insurance
- Dental Insurance
- Vision Insurance
- Holidays, Sick Leave, Vacation Leave, Paid Military Leave
- Basic Life Insurance and AD&D = 1x/annual salary
- Short Term Disability
- Hospital/Accident/Critical Care Insurance
- Flexible Spending Accounts
- Tuition Reimbursement

# The Recruitment Process

This recruitment will be handled with strict confidentiality until such time as finalists have been identified. References will not be contacted until mutual interest has been established. Confidential inquiries are welcomed to Bryan Noblett or Greg Nelson at (916) 550-4100.

Interested candidates may apply online at [mosaicpublic.com/careers](https://mosaicpublic.com/careers).

A preliminary closing date has been set for April 11, 2022.

## **EQUAL OPPORTUNITY EMPLOYER:**

Gilbert provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, sex, national origin, age, disability or genetics. In addition to federal law requirements, the Town complies with applicable state and local laws governing nondiscrimination in employment. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.

