Recruitment Announcement
Pelham, Alabama
Fire Chief/ Emergency Management Director

Application Requirements

The successful candidate must have a Bachelor’s degree from a four-year college or university and 12 years related experience. The candidate must show progressive supervisory/management experience with a range of operational and administrative roles as well as fire service experience at or above the command level in one, or a combination of fire/EMS disciplines: structural; crash/rescue, industrial; prevention; wild-land; hazardous materials response, technical rescues and emergency medicine.

The candidate must possess additional certifications from entities accredited by IFSAC or Pro Board. State of Alabama Firefighter I certification or certification from an entity with a reciprocity process required. Formal command level training or education is also required. Preferred qualifications include a Master’s Degree in related field, experience with post-incident FEMA documentation for reimbursements and experience developing and implementing strategic plans.

Compensation and Benefits

Salary range is $118,830 to $137,756 DOQ. Pelham also offers comprehensive medical and dental benefits and public employee Retirement System of Alabama (RSA) contributions.

We're not interested in ordinary

Things are happening in Pelham. Our focus is moving from a reactive city to one in which careful planning and strategic operational excellence are the norm. We are proud of our fire department and the relationship it has with our community. We are looking for a visionary Fire Chief/ Emergency Management Director, who is able to enthusiastically embrace challenges and opportunities for improvement. The successful candidate will be an adept communicator capable of negotiating and resolving internal and external conflicts as well as a highly skilled developer of talent who can ensure the department moves forward to meet the future in an industry that faces new challenges everyday.

Our next Chief will be able to skillfully, yet relentlessly drive decisions forward and embrace change when needed. The successful candidate will have a demonstrated advocacy for the use of metrics and performance outcomes when analyzing problems and making decisions. Finally, the successful candidate will be able to easily navigate within the department and community demonstrating the use of his/her interpersonal skills to develop and maintain effective relationships.

We are proud of our city

Pelham is nestled in the beautiful foothills of the Appalachian Mountains, centrally located about 15 miles from downtown Birmingham in northern Shelby, Alabama’s fastest growing county. We are a thriving community committed to providing a healthy and active lifestyle for our 24,000 residents and hundreds of thousands of annual visitors, most of whom are visiting Alabama’s largest 10,000 acre state park, Oak Mountain. The City of Pelham is also home to the 10,000 seat Oak Mountain Amphitheater which hosts many major concerts throughout the year. Development is HOT in Pelham right now as is evidenced by two recent contracts totaling $60 million. Our citizens enjoy a safe city with beautiful neighborhoods and an excellent school district.
Major responsibilities include the following:

- Works under the direction of the Mayor and the City Manager and is responsible for managing the daily operations of the Fire Department.
- Confers with officials and community groups and conducts public relations campaigns to present the need for changes in laws and policies and to encourage fire prevention.
- Evaluates fire prevention and fire control policies by keeping abreast of new methods and conducting studies of departmental operations.
- Prepares and manages the department budget.
- Coordinates, administers, and monitors fire and emergency response activities, personnel, and programs.
- Serves others as a positive and encouraging energetic leader.
- Keeps the Mayor, City Manager and City Council apprised of changes impacting city safety and best fire safety practices.
- Develops, plans, and implements fire department goals, objectives, rules, regulations, and work methods that comply with Federal, State, and local laws and in response to assessment of community needs.

The Department by the numbers:

- **78** firefighters
- **$9.5 million** department budget
- **3300** emergency incidents yearly

Send cover letter, resume & salary requirements to Tracy Hill
thill@pelhamalabama.gov
Resumes will be accepted through September 4, 2020