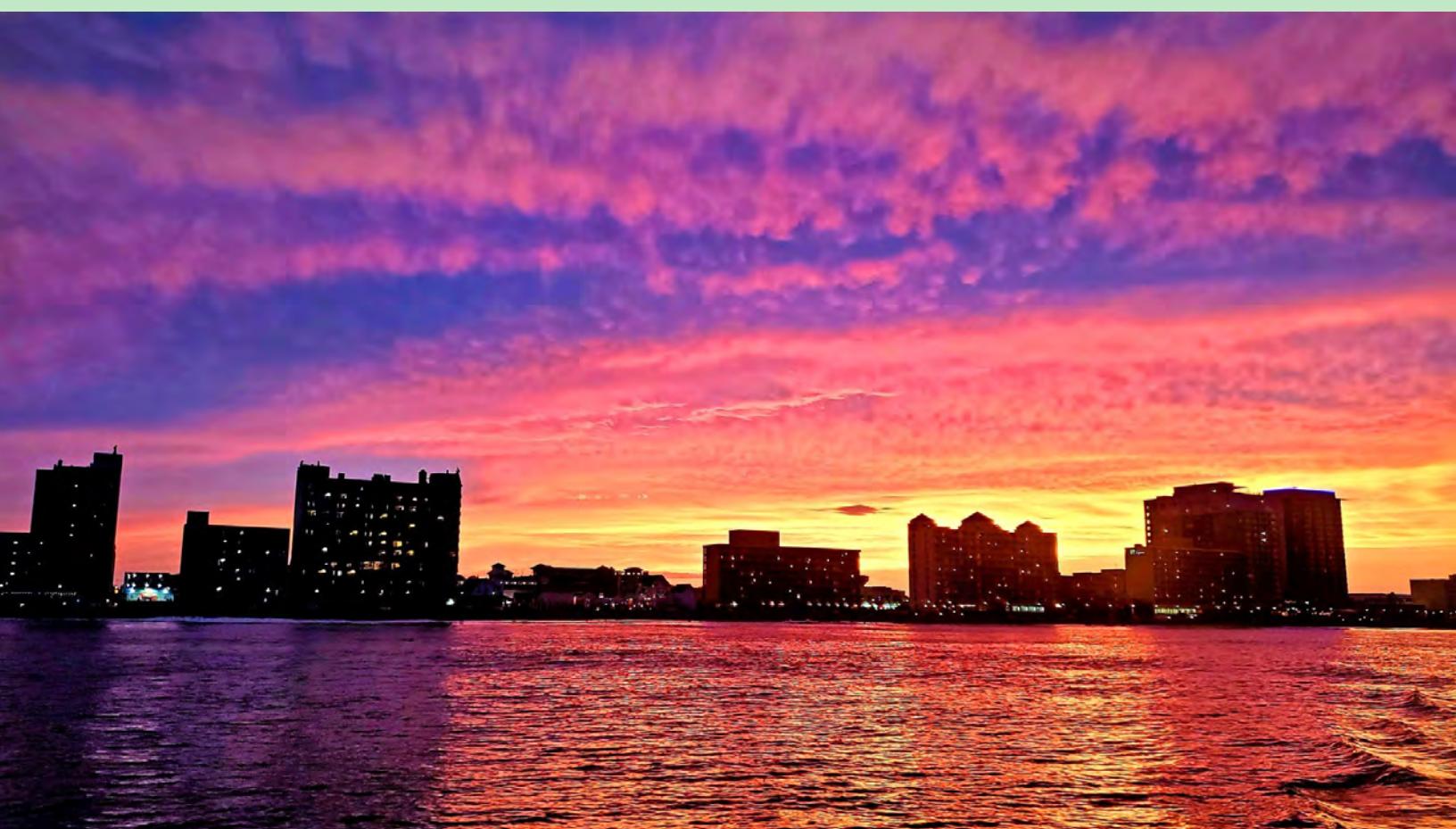




**EMS CHIEF**



# **EXECUTIVE RECRUITMENT**





## THE CITY

Where the [Chesapeake Bay](#) meets the Atlantic Ocean, the vibrant coastal city of Virginia Beach is home to a flourishing [local culinary scene](#), rich history, a variety of [arts and entertainment](#) and [family-friendly attractions](#) that keeps the locals and visitors entertained year-round. From the lively [oceanfront area](#) to remote [Sandbridge](#), the calming Chesapeake Bay to bustling [Town Center](#), or the eclectic [ViBe creative district](#) to the surrounding [inland areas](#), Virginia Beach has something for everyone!

Virginia Beach, (population 457,000) is a AAA rated, independent City established in 1963 by the merger of Princess Anne County and the City of Virginia Beach. It is the largest city in Virginia and has a land area of 307 square miles, 59 of which is water surface. It is also the safest metropolitan city in the country (cities over 300,000 in population). The City is proud to be the home of NAS Oceana Naval Jet Base, Joint Expeditionary Base Little Creek/Fort Story (joint army/navy) and Camp Pendleton (state military base for National Guard training). The strong presence of the defense industry help to insulate the City of Virginia Beach from economic downturns.

The City is also the landing station for the MAREA cable, a transatlantic submarine cable built by Microsoft and Facebook. The cable which joins Europe and the United States is operated by Telxius and the City is looking to grow its high-tech business sector.



# DIVERSE AND THRIVING ECONOMY



In addition to the city's strong ties to the defense industry, Virginia Beach has a thriving tourism industry. Vacationers can explore Virginia Beach's seven districts (Sandbridge, Pungo, Inland, the Oceanfront, Chesapeake Bay, Town Center and the ViBe District) and have a wide variety of hotels, restaurants, festivals, and attractions to choose from. Every year the city hosts dozens of events such as the [East Coast Surfing Championships](#) and the [North American Sand Soccer Championship](#), a beach soccer tournament.

The tourism arm of the city, the Virginia Beach Convention & Visitors Bureau, was recently named a silver winner at Travel Weekly's 2021 Magellan Awards for the destination's "Persona-based Family Vacation Campaign" under the Destination Marketing-Campaign-Advertising/Marketing category. The Magellan Awards are an annual recognition program of Travel Weekly, the travel industry's most prestigious trade publication.

The City has several other areas of recreation and amusement including:

- The Atlantic Park development was approved by the City in November 2019 with the goal of making the Oceanfront area a year-round destination. A ten-acre site, the development will include retail, multi family housing, a surf park and a 3500-seat music venue.
- Also located near the Oceanfront is the Virginia Beach Sports Center. With 285,000 square feet of space, including 12 basketball courts, 24 volleyball courts, a 200 meter hydraulically banked track, seating for 5,000 spectators, this facility adds to Virginia Beach's reputation as a Recreation Center for all ages.



# DEMOGRAPHICS

AVERAGE AGE

**36.4**



MEDIAN HOME VALUE

**\$262,200**



MEDIAN HOUSEHOLD INCOME

**\$78,136**



AVERAGE HOUSEHOLD INCOME

**\$101,686**



PERCENTAGE OF RESIDENTS WITH BACHELOR'S DEGREE OR HIGHER

**37.27%**



## COMMUNITY DEMOGRAPHICS:

White: 65.06%

African American: 18.82%

Hispanic or Latino (of any race): 7.7%

Asian/Pacific Islander: 7.11%

Two or More Races: 6.25%

Other 2.12%

Native American/Native Hawaiian/Pacific Islander 0.37%



# things to know



# and ❤️ about Virginia Beach

- 38 miles of beaches on the Atlantic Ocean and Chesapeake Bay with a vibrant, world class resorts.
- 79 miles of scenic waterways
- AAA Bond rating from all three bond rating agencies (9 straight years)
- Safest City (Populations over 300,000)
- Nationally Acclaimed Public Schools
- 265 parks covering more than 4,000 acres
- 7 first class public recreation centers and 10 public libraries
- One of the 10 Best Cities to Live In – Wallet Hub
- One of America's Most Literate Cities – The Huffington Post/CCSU
- Best Large City for Veterans to Live – USA Today
- One of the Best Places to Own a Home – Porch.com
- Fifth Best City for Outdoor Enthusiasts – Smart Asset.com
- The Most Technologically Advanced City of Its Size in America – The Center for Digital Government
- One of the Most Caring Cities in America – WalletHub
- "Most-Instagrammed" Beachfront in Virginia – USA Today

## THE POSITION IN BRIEF

In early 2000, in partnership with the Fire Department, the Emergency Response System (ERS) was formed. This initiative is aimed at fully utilizing all of the combined resources of advanced life support providers in both the fire and EMS departments to provide increased services. In 2004, to further strengthen response capabilities in the face of the steady rise in the demand for services, career paramedics were added to augment the volunteer rescue squad efforts. The Emergency Response System (ERS) EMS Chief provides leadership and strategic direction in the operations and enhancement of emergency management services. Additionally, the position requires skilled oversight and leadership in community EMS initiatives, labor relations management, training and staff development, and support services. The EMS Chief works closely with the Council of Virginia Beach Rescue Squads, VB Rescue Squad Foundation, the Fire Department and 11 individual volunteer rescue squads including the Marine Rescue Team in the delivery of comprehensive EMS/Rescue services to the citizens and visitors of Virginia Beach. Collectively this group is referred to as VB Rescue.



The chief is responsible for the prioritization and championing volunteer engagement, retention, recruitment, and professional development to sustain and grow Virginia Beach Rescue and its availability to support City Council's priorities and vision.

## THE DEPARTMENT

- The department serves a population of 440,000+ residents and millions of visitors that travel to Virginia Beach each year.
- The career and volunteer members continue to contribute their time, responding to over 52,000+ calls per year (2021).
- Virginia Beach EMS does not charge patients for services and the customer satisfaction rating is around 97%.
- The staff consists of over 397 Active Certified Volunteers, augmented by over 120 career paramedics and supervisors. The supervisors consist of two (2) Deputy Chiefs, seven (7) Division Officers supported by thirty-two (32) staff officers and support staff. The department is staffed with a part-time Medical Director.
- VB Rescue remains the largest volunteer-based EMS system in the country. The Volunteer Rescue Service owns thirty-seven (37) ambulances and three (3) stations with over \$10 million in volunteer hours worked in 2021.
- The department also staffs a Marine and Special Operations Division. This EMS Special Operations Team consists of highly trained volunteer EMS providers who respond to any emergency water rescue, including boats in distress, drownings, vehicles in the water, flood water rescues, and ice water rescues. The team utilizes several all-weather rescue boats, jet skis, John Boats, and response trucks to carry out its mission.
- The department was one of twelve agencies in Virginia to receive the Mission Lifeline Gold designation in EMS services from the American Heart Association for excellence in STEMI care.
- Focusing on Behavioral Health responses by first responders, in partnership with the Virginia Beach Police Department thirty-five (35) providers became CIT Certified in 2021 along with certifying eleven (11) personnel as CIT Trainers.
- The EMS Department had an annual budget of \$13.9 million in 2021.
- Appointed by the City Manager, this position serves at the pleasure of the City Manager and is not considered part of the merit service as defined in City Code, section 2-75.



# VB RESCUE VOLUNTEER EMS SQUADS

## THE HEARTBEAT OF VIRGINIA BEACH

VB Rescue is the most unique EMS agency in the country, thriving as a combined agency of paid professionals and trained volunteers. A significant portion of VB Rescue's ambulance staffing comes from certified volunteer medical providers. The City of Virginia Beach invests in VB Rescue to support a variety of efforts, and the volunteer EMS squads of Virginia Beach also provide a significant financial investment. The volunteer EMS squads of Virginia Beach purchase and maintain their own ambulances, supplies and equipment. Donations from the Virginia Beach community help support these squads.



### **Ocean Park** (Rescue 1)

- Ocean Park Rescue Squad Station 1
- First Landing Fire and EMS Station 22



### **Davis Corner** (Rescue 2)

- Davis Corner Fire and EMS Station 2



### **Chesapeake Beach** (Rescue 4)

- Chesapeake Beach Fire and EMS Station 4



### **Princess Anne Courthouse** (Rescue 5)

- Courthouse Fire and EMS Station 5
- General Booth Fire and EMS Station 21



### **Creeds** (Rescue 6)

- Creeds Fire and EMS Station 6



### **Kempsville** (Rescue 9)

- Kempsville Fire and EMS Station 9
- Woodstock Fire and EMS Station 10
- Stumpy Lake Fire and EMS Station 19



### **Blackwater** (Rescue 13)

- Blackwater Fire and EMS Station 13



### **Virginia Beach** (Rescue 14)

- Great Neck Rescue Squad Station 8
- Virginia Beach Rescue Squad Station 14



### **Plaza** (Rescue 16)

- Plaza Fire and EMS Station 16
- Thalia EMS Station 15



### **Sandbridge** (Rescue 17)

- Sandbridge Fire and EMS Station 17



## THE IDEAL CANDIDATE

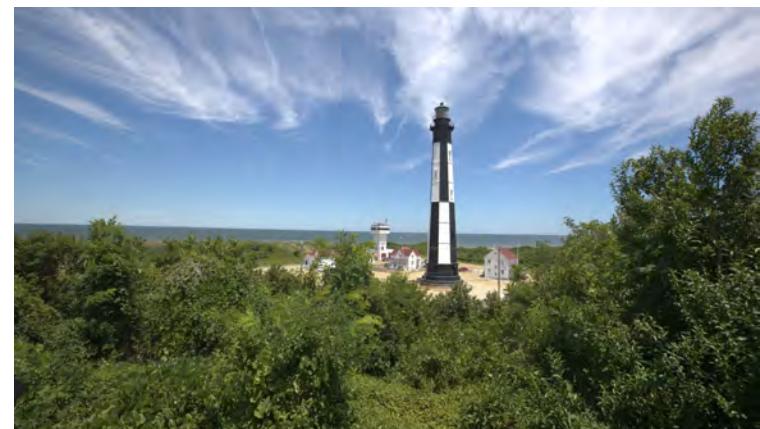
- The most desirable candidate will provide a demonstrated, extensive background and experience in the EMS fields as well as strong leadership, team building capacity, operational and administrative experience.
- Knowledge of city, state and federal codes and statutes relevant to emergency medical services.
- Extensive knowledge of regional EMS and health care systems.
- Knowledge of management techniques specific for leading volunteers within a combination career-volunteer organization.
- Knowledge of emergency management and disaster planning techniques.
- Knowledge of municipal budget processes.
- Knowledge of basic research techniques and statistical methods.
- Knowledge of the principles and practices of municipal government, the Council/Manager form of government.
- Skill in developing and maintaining effective working relationships with employees, volunteers, supervisors, managers, city officials, the media, supporting agencies and the general public.
- Ability to communicate effectively through a host of different modalities.
- Ability to think strategically and creatively.
- Ability to establish a common direction for the department.
- Thorough knowledge of local government organization and operations.

## PREFERRED QUALIFICATIONS:

A Master's degree in Hospital Administration, Public Administration, Business Administration, or similar program and six (6) years senior leadership/executive experience, or higher-level education and experience equivalent to twelve (12) years in fields utilizing the knowledge, skills, and abilities.

## SPECIAL REQUIREMENTS:

- Must have a current and valid driver's license.
- Current Virginia or National Registry Paramedic certification.
- Successful completion of a pre-employment physical and remain classified as fit for employment as a Paramedic by the Occupational Health Office.
- Must refrain from using all tobacco products on and off the job.
- Individuals must successfully complete a Paramedic orientation program within one hundred twenty (120) days of hire date.





## COMPENSATION, BENEFITS AND THE ORGANIZATION'S CULTURE

The City values a collaborative work environment, cultural diversity and teamwork. There is long tenure among city staff. The organization prides itself on a work ethic of conscientiousness and collaboration.

The annual salary range for this position is \$122,737 - \$190,242 DOQ. Additionally, the City offers a generous benefit package.

## HOW TO APPLY

Candidates must apply online at [www.GovHRjobs.com](http://www.GovHRjobs.com) with resume, cover letter, and contact information for five (5) work-related references. Position is open until filled. Questions may be directed to T.E. Sashko, Vice-President via phone at (847)380-3240 x123.

