The Position in Brief
The Deputy Fire Chief is the second in command in the South Holland Fire Department. This position will be replacing an Administrative Captain’s position on a 40-hour work week through a retirement of the current Captain. The Deputy Fire Chief works closely with all of the Village’s departments and other community stakeholders to ensure the professional deployment of fire, EMS, and Community Risk Reduction services. The department is led by a Fire Chief who manages a workforce of 43 personnel (24 career, 13 operational Paid-On-Call and 6 Station Support Paid-On-Call personnel) along with administrative support staff. The department’s overall budget is $4.6 million.

The Community
The Village of South Holland, IL (pop. 22,030 - 2010) located in Cook County and a southern suburb 3 miles outside of the Chicago city limit, was incorporated in 1894. Originally a farming community, in the 1960’s it transitioned into a bedroom community, with a large industrial park. The village is approximately 7.28 mi² and features about 7,600 single family homes, 600 vibrant businesses, 30 parks, 30 churches, and a modern community center. The Village has no apartment buildings and no liquor stores. Its motto of “Faith, Family and Future” speaks to the deeply held values of the community. The Village government is well regarded by its residents as being good stewards who deliver excellent essential services. Consequently, the village enjoys tremendous political stability. The community operates under fiscally sound management, with a team of professionals under the direction of a Village Administrator.

Interestingly, South Holland was home to famed White Sox pitcher Steve Trout, former A’s and Cardinals pitcher Mark Mulder, Met’s outfielder Cliff Floyd and former Bulls and Knicks basketball player Eddie Curry.

A snapshot of South Holland’s demographics and amenities:
- Median age 41 (male), 47 (female).
- Diversity Index – 51.3
- White - 21%, African American - 72%, Hispanic/Latino - 7%, Asian - 1%.
- Median household income, $69,653.
- Median value of a South Holland home, $164,565.
- Two exceptional School Districts serve the community. South Holland School District 150 consists of two schools, Greenwood School (K-3) and McKinley School (4-8). South Holland School District 151 consists of four schools, Taft School PreK – 1), Eisenhower School (2-3), Madison School (4-5) and Coolidge School (6-8).
- Thornton Township High School District 205 serves all of South Holland and consists of three schools. Thornwood High School is located in South Holland and Thornridge High School and Thornton High School are also part of the high school district.
- South Holland is home to a Christian High School, Unity Christian Academy.
- The private K-8 schools, Christ Our Savior Catholic School, Calvin Christian School and Calvary Academy, are located in South Holland.
- South Holland is also home to the main campus of South Suburban College.
- South Holland is bordered by Harvey and Phoenix to the west, Dolton to the north, Thornton to the south and Calumet City and Lansing to the east.
- South Holland’s motto is “Faith Family and Future” and is known as A Community of Churches
- ISO - 2 fire insurance rating.
- Veterans Memorial Park is a premier park in South Holland and has a War Memorial acknowledging past and present South Holland veterans by name.
- South Holland Public Library
- South Holland Community Center. The Department of Recreational Services provides opportunities for social engagement, self-discovery, skill development, and enhanced fitness through a wide variety of activities and programs for all ages.
  - The Fitness Center
  - Pre-School
  - Conversations Café
  - Facilities Rentals
  - Park Permits
  - Special Recreation Services
- The South Holland Business Association (SHBA) was founded in 1979 to provide the business community with a collective voice within the Village. The association is focused on achieving the objective of making South Holland the finest community in which to live, work, do business and shop. The voice of the SHBA has been successful through a positive relationship with the Village Administration and has maintained a strong commitment to civic responsibility while widely promoting the business community by being a visible and active group within the village.
- Chicago Southland Convention and Visitors Bureau:
  - 40,000 acres of forestry
  - 600 holes of golf
  - 800 festivals and events
  - Renowned sculpture park, philharmonic orchestra, outdoor sculptures, murals, and many live performances
  - Name brand hotels
  - Arts Organization
**The Village of South Holland**

The Village operates under the President-Trustee form of local government which combines the political leadership of elected officials with the managerial experience of a professional Village Administrator. South Holland has eight elected officials – six Trustees, a Clerk, and a President (Mayor). Our officials are elected at-large, which means that they represent the entire Village rather than specific districts.

Together, the Mayor and Village Board of Trustees create policy and direction for the Village. They perform such functions as passing resolutions and ordinances, approving the expenditure of money, levying taxes, approving subdivisions, zoning, and other land use regulations, and generally deciding on important issues which affect the Village of South Holland.

The President appoints the Village Administrator and Department Heads with the approval of the Board. The Village Administrator carries out the policies and oversees the daily operation of Village business. The Department Heads report to the Village Administrator and are charged with directing the activities of the respective departments.

The Village of South Holland provides comprehensive municipal services, which includes full-time police and fire protection including emergency medical and advanced life support ambulance services; the maintenance of Village streets; refuse collection and disposal; community planning and development and economic development.

Village services are provided by approximately 137 full-and part-time employees in the following departments: Fire, Police, Public Works (including Sewer Utilities and Water), Economic Development, Personnel Services, Building and Code Department, Communications/Branding/Marketing Services, Recreational Services, Public Safety Support (PS3) Team, Community Connection Channel, Finance Department and the Office of the Village Clerk.

**The Fire Department**

The [South Holland Fire Department](https://www.southhollandfire.org) has a staff of 43 (24 career and 19 Paid-On-Call – POC's). Fire and EMS services are provided from (2) fire stations. The current emergency and support call volume is about 5,200 responses annually. The department provides emergency response to parts of I-80, I-94, and I-294 in the Illinois tollway system. The department proudly has earned an ISO Class 2 PPC rating.

The department is led by a Fire Chief supported by a part-time Deputy Chief, (2) Administrative Support personnel, (1) Administrative Captain (40-hour work week) who oversees (1) Administrative Support staff and (6) part-time Station Support personnel. There are (3) shift Lieutenants overseeing (23) personnel, and (1) Paid-On-Call Lieutenant overseeing (13) Paid-On-Call Personnel. There is (1) Fire Prevention Officer overseeing Fire Prevention Bureau operations. The full-time personnel are part of IAFF Local 4109 and work a 24/48 schedule.

The Department provides full fire, EMS, specialized team response, fire prevention and more to the Village and region. The department is a member of the Mutual Aid Box Alarm System (MABAS) Division 24. 911 emergency communications and operations are provided by E-Com, a joint dispatch agency created to serve the communities in the region, and South Holland holds two positions on the board of E-Com. The Fire Department’s FY 2020 budget is approximately $ 4.6 million. The overall Village general fund budget is $25 million.
Opportunities and Challenges
The Deputy Fire Chief is a key member of the Village’s leadership team. The position is being created to modify the current Administrative Support Captain position based on a pending retirement.

Developing and maintaining relationships with the Fire Chief, elected officials, Police and Fire Commission, Village Administrator, department heads, and all levels of employees, both union and non-union employees alike, is paramount. In addition, the Deputy Chief is a community leader, one that is expected to interact with a variety of community stakeholders easily and proactively. Proven communication, interpersonal and human relations skills, and the ability to interrelate with a wide variety of people possessing various attitudes and positions are all important and desirable qualities for the next Deputy Fire Chief.

Community Relations. The fire department, Village Board and Village Administration enjoy strong working relationships with community and business groups representing a diverse set of stakeholders in South Holland, including leaders of the School Districts, Churches, Businesses, Realtor Association and Service Organizations. South Holland has a robust retail presence and is easily accessible through a variety of Interstate Highways, and many business owners are also active in the community.

With that as a foundation, the next Deputy Chief is expected to cultivate and build relationships with the members of the department as a visionary, with a high-level of energy and strategic views. In a similar vein, the Deputy Chief should have a welcoming personality to form cooperative connections with South Holland neighboring jurisdictions through continued automatic aid and mutual aid agreements.

Management Team. The Village’s management team is a cohesive, energetic group that keenly understands and meets the Village Board’s and the community’s expectations. With a framework of a collegial work environment, the new Deputy Chief can expect this professional assembly of management leaders to be a resource, welcoming the Deputy Chief with the encouragement, support and tools he/she may need to be an inclusive and responsive leader in the department, and the overall organization. The Village is seeking a “transformational and visionary leader” that can support the vision and mission of the Village as well as the department.

Staff Development, leadership, and labor-management relations. The new Deputy Chief is expected to step into this position and provide the leadership to identify, filter and address organizational concerns that may be impacting the Department. The Deputy Fire Chief will be charged with advancing the organization to new levels of success through appropriate levels of accountability.

Additionally, the next Deputy Fire Chief will formalize programs to train and develop all personnel in the Department and identify critical elements for developing and preparing future leaders of the Department. A focus on the core leadership of the department will be extremely important. The Village leadership seeks a candidate that is “plugged in” to the key initiatives, strategies, and goals of the fire service regionally, statewide, and nationally in creating the successful future for the department.

Working in an active collective bargaining environment, the new Deputy Fire Chief will need to appreciate and honor the fundamental provisions of the collective bargaining agreements. Seeking valued input from all segments of the organization to develop the department and the talents of its staff, while exercising confident leadership of the department, will be key elements of success for the new Deputy Chief.
The Ideal Candidate
- Innovative, collaborative, and experienced fire/EMS professional with demonstrated leadership capacity who also excels in the areas of management, interpersonal communication, and customer service.
- Strong communicator with a humble confidence and approachability to interact with the community, Village officials, staff, and other stakeholders.
- A commitment to the organization and the senior management team of the Village.
- An engaged professional with a strong background in modern fire, EMS, emergency management and all hazards practices.
- A person that understands the need for, and how to use, data for problem solving, community risk reduction efforts, and effective communication.
- Technologically astute in order to evaluate and adopt technology enhancements to the Department.
- The ability and desire to coach and mentor staff in order to foster personal growth and leadership talent.

Successful candidates should also have:
- A degree in fire science, emergency management, emergency medical services or related fields. A master’s degree is preferred.
- A minimum of approximately 10 years’ experience and demonstrated leadership in a fire service command position.
- Obtain the designation of Executive Fire Officer, Chief Fire Officer or similar certification from the National Fire Academy Executive Fire Officer, Chief Fire Officer Designation, or similar certification.

Leadership Skills and Management Style
- Have a record of leading and managing in a fiscally responsible manner and an understanding of how to balance the fire department’s operations and other needs within budgetary constraints.
- Have experience working closely with all supervisory levels in the department on the development of policy initiatives and strategies for implementing those initiatives with the vision to plan strategically for the community and the region’s safety.
- Have a record of being an open communicator practicing transparency in local government whenever possible and a “no surprises” approach with respect to communication with the Village Administrator.
- Possess experience in and knowledge of employee and labor relations and possess a reputation for dealing in a friendly, open, and fair manner with both individual employees and the local bargaining group.
- Have knowledge of how to effectively utilize information technology, encouraging personnel to embrace technology and its benefits.
- Be able to supervise, participate and support operations including fire prevention, public education, fire pre-planning, building equipment and maintenance as well as reviewing and preparing records and reports.
- Demonstrate the ability and experience to assume command at emergency incident scenes, directing personnel and equipment.
- Be able to develop and recommend administrative, organizational, and operational changes and to assist in the annual preparation of the operating and capital budgets.
- Have experience in planning, supervising, and participating in line operations, interpreting, and enforcing rules and regulations and policies, evaluating employee performance, recommending, and carrying through with personnel actions, recommending the hiring and training of personnel.

Management Style and Personal Traits
- Possess complete integrity and exemplify professional and personal characteristics of impeccable behavior which meet the highest ethical standards.
- Utilize strategic planning and goal setting utilizing a team-oriented approach that invites creativity and innovation.
- Be committed to excellent customer service with the desire to always improve upon the fire department’s operations, policies, and procedures in order to remain a high-performing department.
- Embrace the community, the region, and the regional partners with a genuine desire to engage and where appropriate work with residents, businesses, neighboring governmental units, the education community and not for profit organizations.
- Be an excellent communicator and a good listener; be someone who honestly and openly seeks and enjoys the input of others whether they are citizens, department personnel, the Police and Fire Commission, Village staff or elected officials.
- Be able to speak at public presentations to community organizations, citizen groups and other gatherings and be able to convey a message in a genuine, transparent manner.
- Possess strong leadership skills, understanding when it is critical to exercise leadership and when to be flexible and adaptable to new ideas.
- Project a calm demeanor with the desire to work through issues thoughtfully with an optimism that challenges are surmountable and achievable.
Compensation and Benefits
The annual salary range for this position is $85,146 - $113,527 +/- DOQ plus excellent benefits. The successful candidate must live within a 20-mile radius of the village hall, or in any community touched by the 20-mile radius, within one year of the date of hire.

HOW TO APPLY
Candidates must apply by June 24, 2020 with resume, cover letter and contact information for five work-related references to www.GovHRjobs.com to the attention of:

Tim Sashko, Vice President
GovHR USA
630 Dundee Road, #130
Northbrook, IL 60062
Tel: 847-380-3197.

The Village of South Holland is an Equal Opportunity Employer.