



The growing City of Mebane, in central NC, seeks a versatile fire safety leader with significant emergency operations experience to join its fire department as its next **Fire Chief**. This exciting opportunity is for the fire professional who has:

- served in all fire service functions and roles with a track record of advocating for best practices in staff recruitment, retention, and succession planning, as well as acquisition and access to equipment, technology, and training;
- experience in a similar-sized growing community *and* a combination department (volunteer and career);
- gradually and purposefully led departments through seasons of growth; and,
- utilized innovative methods to identify and secure resources to address departmental needs.

The Fire Chief is responsible for all operations in the Mebane Fire Department and manages critical incidents. The next **Fire Chief** will lead the department through a pivotal time of change and growth, including the addition of two stations, expanding, and enhancing the department to meet the community's needs while honoring and preserving the department's history and volunteer support.

About the Community:

Incorporated in 1881 as Mebanesville, the city's name was officially changed to Mebane in 1883. From a population of 218 in 1900 to nearly 18,500 today, with expected growth of over 25,000 estimated by 2030, the City of Mebane's rich history as an industrial hub for tobacco, furniture, and apparel continues to propel the city forward. Located in Alamance and Orange Counties and near the capital city of Raleigh, Mebane is a short drive from the mountains to the west and the coast to the east.

Whether you are an outdoor enthusiast or an antique collector, there is much to discover in Mebane. Community members enjoy 310 acres of parks and many golf courses, annual events such as the Dogwood Festival, the popular Fourth of July fireworks, and the magical Christmas parade. Mebane offers vast outdoor recreation opportunities including [Lake Michael](#), a vibrant downtown with unique shops and galleries, and a number of antique merchants for the avid antique collector. Mebane enjoys a growing commercial private sector, amenities, and availability of two public school systems (Alamance Burlington School System and Orange County Schools), private schools, and public charter schools within and very close to Mebane. There are numerous established and new residential developments to call home in Mebane.

Historic landmarks such as the city's [Public Library](#), and a refurbished, historic hosiery mill preserve the city's historical culture. From 2010 – 2020, Mebane saw a 56.21% increase in its population. Demographically, the city's population is 60% White, 22% African American, 7% Hispanic or Latino, 5% Asian, and nearly 8% other race. Mebane's median household income (as of 2021) was \$69,947. At 10%, Mebane's poverty rate is less than the state's rate of 13.4%.

About the Organization:

Operating under a Council-Manager form of government, the City Manager reports to the Mayor and five at-large Council members. Mebane's recent growth has increased demands on city services, the cost of which is reflected in the City's FY 2023-2024 budget of \$44.7M (General Fund budget of \$32.8M). The City's [long-range plans](#), which support the future growth of the City, include comprehensive plans for land development, bicycle and pedestrian transportation, transportation, and a downtown vision plan.

About the Department and Position:

For over 100 years, the Mebane Fire Department has been committed to serving the community by protecting life and property through prevention, education, emergency medical and fire services. The department operates out of three stations and covers a 35-square-mile district with a population of nearly 25,000.

The department members operate 13 fire apparatus, including three engine pumpers, two engine tankers, two brush trucks, one utility rescue truck, a 100-foot aerial platform, and three support vehicles. A paramedic from Alamance County EMS is housed at one of the stations.

Serving both a city and rural fire district, the Mebane Fire Department holds a Fire Suppression rating (ISO rating) of 2 inside the city and a 3 for the remaining rural district. This distinction places the department as one of the state's highest-rated combination paid/volunteer departments. The department also has an automatic mutual aid agreement with Alamance and Orange Counties.

The Mebane Fire Department promotes safety within the community through various educational efforts, including tours, daycare visits, and fire and fall prevention for seniors. The department is a registered Permanent Checking Station member of Alamance County Safe Kids and [Buckle Up North Carolina](#). Parents and caregivers can receive information about child passenger safety (CPS) and have their child restraints and seat belts checked to ensure proper installation. For more information about the department, click [here](#).

The department's successful Explorer – "Junior Firefighter" program for teens operates under the guidelines established by the Boy Scouts of America and the Learning for Life career education program. When these participants reach the age of 18, they may become eligible for full membership with the Mebane Fire Department as a volunteer firefighter.

Reporting to the City Manager, the **Fire Chief** manages the department's \$4.9M budget and oversees the combination department of 56 personnel, which includes 20 volunteer members and 36 career staff. The Chief has eight direct reports (volunteer Deputy Chief, volunteer Assistant Chief, Deputy Fire Marshal, four Fire Captains, and the Fire and Life Safety Educator. The next **Fire Chief** is a principled leader who values accountability while holding realistic and fair expectations of self and others with the demonstrated ability to supervise the work of skilled, semi-skilled, or unskilled workers.

Key Position Priorities:

- Intentionally build relationships with community members – advocating for cohesion among the department and the community while enhancing educational programs and opportunities.
- Develop and implement strategic and capital improvement plans that prepare the department for various growth phases, including adding Stations 4 and 5, and upgrading fire apparatus.
- Assess and advocate for short- and long-term solutions to competitive pay and compression issues and other work factors to improve morale, retention, and recruitment.
- Evaluate the department's needs, current staffing, data, and service delivery practices to assess what alignment and changes, if any, are needed to uphold the department's high standards for safety and quality service delivery.
 - Update and modernize SOPs and SOGs used by the department to better align with industry best practices and standards, including the combination of career and volunteer systems.
 - Recruit and retain diversity among staff while leveraging internal talent and closing gaps through engaging employees in training, development, and succession planning.
- Strengthen the department's commitment to diversity by prioritizing diversity, equity, and inclusion in the department and the city through targeted efforts that help ensure diversity in the hiring process and inclusion throughout daily interactions.

Qualifications:

A bachelor's degree is highly preferred; any combination of education and experience will be considered. Advanced training through the Center for Public Safety Excellence or National Fire Academy or interest in participating in such programs is desirable. Applicants should have emergency operations experience* in leading or managing a combination fire department for at least five (5) years, having served as a company officer on a career engine or career ladder company managing emergency responses.

**Preference is given to candidates with experience in a similar and/or larger fire department.*

The Successful Candidate is:

- skilled in developing trust among members of the community and the police department while leveraging opportunities for collaborative problem-solving and partnerships;
- an individual with impeccable integrity and a proven record of consistency in managing both internal and external relationships to mitigate challenges and maximize opportunities;
- experienced working in a council-manager form of government and has expert skills in navigating the complexities of varying roles (e.g., need for building relationships, educating council, clear communication, ensuring mutual trust);
- experienced in conducting research and utilizing data to propose solutions and make decisions through effectively communicating the department's needs to elected officials and the community;
- understands and demonstrates the value of public initiatives that educate and brand the department as an essential community-builder, not just an emergency responder;
- adept in evaluating and implementing changes to staffing, compensation, and equipment to improve quality, consistency, and transparency across operations while making well-informed policy decisions regarding staffing levels to ensure safety;
- has a track record in creating camaraderie and shared values across stations and shifts;
- an effective listener who seeks input from relevant parties, realistically assesses plans, and consistently communicates;
- an excellent and effective communicator, including one-on-one, small groups, and public speaking, who confidently and persuasively engages community members and groups, staff, and City Council;
- is a strategic problem solver who seeks information from multiple sources, communicates ideas and decisions effectively, and evaluates results;
- expertly uses data and metrics to propose solutions and make decisions;
- is skilled at engaging collaboratively and diplomatically with a variety of stakeholders such as fire department staff, other city employees and leaders, community members and groups, the City Council, other fire departments, and regional, state, and federal authorities to leverage department opportunities, manage challenges, and maximize resources such as training, equipment, mutual aid, etc.;
- has held multiple assignments across functional areas such as suppression, prevention, and administration, leading to a rich understanding of the breadth and depth of roles that firefighters assume;
- demonstrates knowledge and familiarity with all areas of fire and rescue, suppression, operations, and prevention, as well as technology supporting these functions; and,
- is skilled in budget development and management, policy development and application, effective personnel management and development; and,
- is committed to developing progressive fire service strategies and advancing the department despite budget constraints.

Salary and Benefits: The hiring range for the position is \$95,909-\$130,000, commensurate with education and experience. Starting salary above the range listed may be considered for highly qualified individuals, not to exceed the maximum of the grade (\$148,658). The City of Mebane offers a comprehensive benefits package

that includes medical, dental, vision, State retirement, 401k retirement savings plan, an annual service bonus, tuition assistance, and tax-free reimbursement accounts. Residency in Mebane is preferred for the next Fire Chief.

To apply, please visit <https://www.governmentjobs.com/careers/developmentalassociates> and click on the ***Fire Chief – City of Mebane, NC*** title.

- All applications must be submitted online via the Developmental Associates application portal (link above) – NOT the City of Mebane employment application portal or any other external website.
- Resumes and cover letters must be uploaded with the application.
- Applicants should apply by ***October 16, 2023***.
- The hiring team will invite successful semi-finalists to virtual interviews and skill evaluations on ***November 14th – 15th, 2023***. Candidates are encouraged to reserve these dates for virtual meetings should they be invited to participate.
- Direct *inquiries* to hire@developmentalassociates.com.

The City of Mebane is an Equal Opportunity Employer. Developmental Associates, LLC manages the recruitment and selection process for this position. To learn more about our selection process, visit <https://developmentalassociates.com/client-openings/>, select “*Client Openings*,” and scroll down to “*Important Information for Applicants*.”