



CAPE BRETON REGIONAL MUNICIPALITY

FIRE CHIEF

Cape Breton Regional Municipality (CBRM) is the second largest municipality in Nova Scotia, Canada. Located on the eastern side of Cape Breton Island, one of the most scenic islands in the world, CBRM has a population of about 94,000. The natural environment of CBRM and Cape Breton Island is magnificent, providing an endless variety of vistas, activities and experiences.

CBRM is seeking a new Fire Chief to build on the proud and respected fire service heritage of this community. The members of CBRM Fire and Emergency Services display teamwork, pride, professionalism and respect to enhance the health, safety and vitality of the CBRM community. As the Fire Chief, you will act as the Chief of the Sydney Career Fire Department and Director of the 33 Volunteer Fire Departments. You will lead a Service with an annual budget of roughly \$18 million and 65 career and over 750 volunteer firefighters.

Reporting to the Chief Administrative Officer, you will lead the Fire Service and manage the many necessary changes in the organization and operations to meet the ever-changing demographics of the community and regulatory requirements. Key focus areas will likely include developing an overall strategy and plan for: collecting incident data to better understand the demands for service and system performance; setting standards for service delivery including training requirements, staffing and response time objectives; and, developing a path toward greater integration of services including reducing the number of departments and fire halls once a set of transparent and agreed-upon criteria have been established. Facilitate change and support the volunteer fire services within CBRM.

Work closely with your team to develop a compelling vision and lead the Service to build on past success and realize its full potential. Create a positive organization climate in which each member of the Service feels valued and empowered to fully contribute to the success of Fire Services.

You are an accomplished and experienced consensus-building leader. You possess a successful track record as a strategic communicator and adept listener, managing and leading a group of professionals and building high performance teams. You are known as a relationship builder in a multi-stakeholder environment and possess a strong commitment to the fire profession, colleagues and community. Broad experience in a complex organization with diverse stakeholders is a must. You are well known as a politically astute leader who is comfortable working with Council, community groups and the media.

To confidentially explore this exciting opportunity, email Organization Consulting at CBRMFire@oclsearch.ca with a detailed resume or contact Robert Johnston, President at 416-385-9975.

ORGANIZATION CONSULTING LIMITED