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Recruitment Profile

Aircraft Rescue Firefighting Chief

Richmond International
Airport (RIC)
Richmond, VA



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Community & Region

Greater Richmond Virginia

The City of Richmond is a rich and diverse cultural and tourist destination. First explored in 1607, Richmond has been at the epicenter of major colonial and American historical events from the American Revolution, the Civil War, World War II and beyond.

The Greater Richmond Virginia region also offers some of the best communities to live in. The City of Richmond was rated one of the best small cities in North America. The overall quality of life in Hanover County was rated as "excellent" or "good" by 95 percent of the residents. The village of Midlothian in Chesterfield County has been recognized as one of the nation's 100 best places to live; while Grayson Hill, a townhome community in Henrico for people 50 and older, won four national awards.

The area has something to offer for people of all ages and walks of life. Modern happenings like the cutting-edge performances at the CenterStage and the pop art displays at the Virginia Museum of Fine Arts come together with historic sites such as the Edgar Allan Poe Museum and Maggie L. Walker National Historic Site.

Richmond has a vibrant arts and entertainment scene with unique, world-class entertainment venues, museums, and art galleries. It has become the region's and Virginia's hotspot for festivals and sporting events, drawing record-making attendance levels for its marathons, festivals and other events unique to Richmond.

It's central location places it within an average 25-minute commute to regional, cultural and recreational opportunities of a large city with minimal traffic congestion. Within a two-hour drive, you can explore the Atlantic beaches, Blue Ridge mountain ski slopes, hiking, and Washington, D.C.'s cultural amenities.

Learn about living and working in the Greater Richmond Virginia Region:

youtube.com/watch?v=AEpJpJLpcc&feature=youtu.be

Capital Region Airport Commission

The Capital Region Airport Commission (the Commission) was established in 1975 by an act of the Virginia General Assembly. It is made up of a Commission consisting of 14 members represented by the City of Richmond (4), and the Counties of Chesterfield (4), Hanover (2), and Henrico (4). The recently appointed (August 2019) President & CEO reports directly to the Commission with a team of approximately 183 FTEs and 17 PTE.

The Commission owns and operates a self-sustaining enterprise in the Richmond International Airport (RIC). Through the President & CEO, it directs the operation, business, and growth activities of RIC, working tirelessly to ensure it remains the airport of choice for local, regional and out-of-state travelers.

Richmond International Airport (RIC)

Richmond International Airport (RIC) is one of the most modern airports in the eastern U.S. and serves a catchment area including more than two million people in and near Virginia's Capital Region. Seven major airlines, including Allegiant, American, Delta, jetBlue, Southwest, Spirit, and United, offer nonstop flights to major domestic destinations and connecting options to points around the world. In 2019, the Airport welcomed nearly 4.4 million passengers; an all-time record.

RIC is also one of the busiest air cargo facilities in the nation. In recent years, the Airport has averaged about 140 million pounds of freight via operators such as DHL, FedEx, and UPS, with a comprehensive interstate network supporting movement of goods.

According to the Virginia Department of Aviation's most recent economic impact analysis, activities associated to the Airport create nearly 16,000 jobs and contribute \$2.1 billion in economic activity annually to the Richmond region.

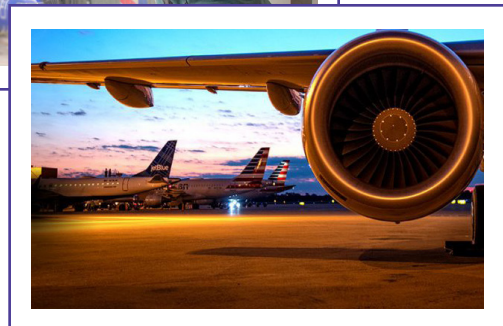
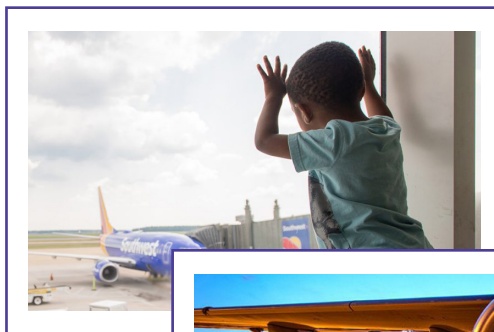
The Commission's workforce consists of departments including the Executive Office, Public Safety, Real Estate, Finance, Planning & Engineering, and Marketing & Air Service. The Commission directly employs 183 full-time employees and 17 part-time employees. The Commission is also preparing a new strategic plan to guide the organization in the future years.

The Airport has recorded seven consecutive years of growth in passengers prompting, several infrastructural improvement projects that are underway or in advanced planning stages, including:

- A six-gate expansion of Concourse A, bringing the Airport's total to 28;
- Construction of two new cargo ramps on the east side;
- Expansion of the security screening checkpoint areas;
- Relocation of rental car service counters;
- Construction of a warehouse and GSE buildings;
- New corporate hangar development;
- Expand terminal concessions;
- Design of a new rental car facility.



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The Position

Aircraft Rescue Firefighting Chief

The Capital Region Airport Commission / Richmond International Airport (RIC) is searching for a knowledgeable, safety-minded, process oriented, and diversity-inclusive Aircraft Rescue Firefighting Chief. Reporting to the Chief Operating Officer, this manager level position will be responsible for planning, organizing and managing the daily operations, emergency response, equipment and personnel for three shifts of firefighters. Candidates should have a proven track record of leadership, department evaluation and restructuring, evaluation of firefighters, policy and procedures development and implementation, budgeting and managing personnel matters within a division.

The ARFF Chief will be required to possess a strong knowledge base and associated experience in all things fire and ARFF including, FAR Part 139, Airport Certification Manuals, Airport Emergency Plans, FAA Advisory Circulars and firefighter and Emergency

Medical Technician (EMT) training and other associated knowledge as it pertains to ARFF Response, equipment and general standards. This management level position will lead through the ARFF Supervisors, the shifts and personnel coverage, fire emergency response, emergency medical services, hazardous material response, routine inspections, exercised responses and more for the division.

Utilizing all their resources, this position will be responsible for developing and implementing strategies throughout the division. To be successful, you should be a strong motivational leader, able to adapt to a continual evolving department, thrive in a fast-paced environment, embrace diversity in people and thought, ability to address concerns with minimal risk as they arise and be a change agent working to adopt and implement the organization-wide cultural shift toward people and a culture of civility within the division.

Education & Experience

The ARFF Chief will be required to have a bachelor's degree from an accredited college in fire science, aviation management, public administration or a closely related field. Candidates will be required to have at least ten (10) years of experience in aircraft rescue firefighting with at least five (5) years of supervisory experience. An equivalent combination of education and experience will also be considered. Those without a completed degree will be considered with the understanding that matriculation and graduation into/from an accredited college or university will be required to be fulfilled within an agreed upon timeframe.

Additionally, the following certifications will be required:

- NFPA 1001 Firefighter Level 2;
- NFPA 472 Hazardous Materials First Responder Awareness Level;
- NFPA 472 Hazardous Materials First Responder Operations Level;
- Emergency Medical Technician;
- NFPA 1003 Airport Firefighter (within 6 months of hire or promotion); and
- NFPA 1021 Fire Officer Level 3 is preferred.

Supplemental Requirements:

- Possession of or ability to obtain a Virginia Motor Vehicle Operator's License;
- Shall be required to carry a mobile phone and respond to an airport emergency as needed.



Application Process

How to Apply

If you are interested in this opportunity, proceed to www.ACSFirm.com/jobs and complete our online application. As part of the application, attach your cover letter, resume, and supplemental questions.

PDF format is required for submission of application materials; all other options will not be accepted.

Supplemental Questions

Answer the following questions in no more than 3 total pages. You must include RIC Supplemental questions, your name, and page number on each page. Please make certain to add the question number and question in line with each response.

Submittals that fail to follow the instructions will not be considered.

1. Provide a holistic view of your education and experience while describing how it meets the exact needs of the ARFF Chief position.
2. Share your recent experiences (positive and negative) with leading change in an organization or division.

Application Checklist

- ✓ Have you completed the online application form?
- ✓ Have you attached your cover letter, resume, and supplemental questions?
- ✓ Did your supplemental questions include all of the information as instructed?
- ✓ Did your supplemental questions remain at or under the maximum number of pages?
- ✓ Are your documents attached in PDF format?

Application Deadline

Apply NOW! Applications are being processed as they come in.



The Position

First Year Expectations:

1. Oversee a structural analysis of the division with associated recommendations; and follow-through with implementation;
2. Conduct a team assessment to fully understand each team members' strengths and opportunities;
3. Establish continuity and consistency between division shifts to operate as one holistic group.

Long-Term Expectations:

1. Ensure adoption and execution of organizational strategic plan Serve 2025;

Compensation & Benefits

The starting salary for this position is competitive and dependent on the successful candidate's qualifications and experience; and a vehicle will be provided for this role.

The Capital Region Airport Commission has an outstanding benefits package including:

- Medical
- Dental
- Virginia State Retirement
- Deferred Compensation 457 Plan
- Flexible Spending Accounts
- Short-term disability
- Paid Vacation
- Sick Benefits
- Holidays



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Inquiries

The Capital Region Airport Commission has enlisted the services of ACS to lead and manage this recruitment process including, all communications, inquiries, applications and evaluations. With this in mind, please direct all communications and inquiries to ACS. The entire process will remain strictly confidential within reason of public sector employment.

Please direct all inquiries to ACS through:

Ken Greene
Ken@ACSFirm.com
203.610.1446

Eric Mercado
Eric@ACSFirm.com
424.218.9950

Communication with the Commission/RIC, its agents and/or sister organization(s) by potential applicants or others conducting outreach on an applicant's behalf is prohibited and may disqualify the applicant from the process.



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The Commission is an equal opportunity employer and complies with all applicable federal, state and local fair employment practice laws. The Commission prohibits and does not tolerate discrimination against employees, applicants or any other covered persons because of race, color, religion, creed, national origin, ethnicity, sex, gender, age, disability or any other characteristic protected by law. The policy applies to all terms, conditions, and privileges of employment.

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