



Fire Chief Recruitment 12-18

Supplemental Questions:

1. Please give an overview of your current or most recent position and scope of responsibilities, along with an overview of the organization itself (i.e., population served, annual budget, number of employees, number of stations, annual call volume, etc.).
2. Please explain why you are interested in this position and why you are looking to move on from your current position.
3. Please describe your knowledge of and past involvement in labor/management relations.
4. Please provide an example of a significant operational improvement in which you played a lead role. How was this change received internally? Externally? What kind of employee training did the change(s) encompass?
5. How would your current or most recent supervisor describe you? How would your current or most recent subordinates describe you?
6. Please describe your leadership style and your philosophy on how you lead/motivate people, develop/mentor employees, mitigate conflict in the workplace, and inspire a team atmosphere.

7. Please give an overview of your personal involvement in professional and community service organizations.

8. Please describe one of the most difficult personnel issues you have had to deal with as an officer. Explain the problem, your approach to addressing it, and the ultimate outcome.

9. Please describe your background in fire and EMS training.

10. Please share with us any additional information about yourself that you believe would be helpful in our initial selection process.