



# 2025 Deputy Chief Recruitment

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## *Supplemental Questions*

The intent of these supplemental questions is to

- Expand on the information provided in your letter of interest, resume, and district application.
- Assess your written communications skills.

Responses to each question should be limited to not more than a single page.

1. Please describe your leadership philosophy.
2. Please describe your experience in collective bargaining and knowledge of collaborative bargaining process.
3. Please describe your knowledge and experience related to long-term financial planning, capital projects planning, and budgeting.
4. Please describe your experience in grant writing and provide examples of success in obtaining grant funding.
5. Please describe and provide examples of your knowledge and experience related to community risk assessment, community risk reduction planning, standards of coverage, and strategic plans.
6. Please explain how the Commission on Fire Accreditation International fire and emergency services self-assessment model can be used by small fire and rescue agencies to guide continuous improvement and pursuit of best practices.
7. Please outline your perspective on the deputy chief's role in the professional development of firefighters and company officers.
8. Describe your experience as a command officer.