

TOWN OF BARRINGTON

NEW HAMPSHIRE

Office of Human Resources

Fire Chief Job Advertisement Narrative

January 7, 2025

The Town of Barrington is hiring for the next Fire Chief following the retirement announcement of Chief Rick Walker Jr., a 20+ year veteran in the role. This vacancy arrives in the 80th anniversary year of the Barrington Fire department and creates an exciting opportunity for an individual to bring Barrington Fire and Rescue to the next phase as Barrington continues to grow and the fire service as a whole evolves. The next Chief will need to create a strategic plan for the future of Barrington Fire and Rescue, including exploring alternative models such as regionalization. We are looking for a strong and problem-solving leader. Applicants must possess strong labor/management, leadership, and communication skills and have a strong background in fire service operations and administration. We welcome applications from individuals looking for a three-year project or their next career. We have updated the Job Description and created a three-year project outline, see attached (also available at www.barrington.nh.gov/firechief). Applicants must review these documents in detail to develop a clear picture of what we are looking to accomplish in the coming years. Apply before **Tuesday, February 25, 2025.**

About Barrington

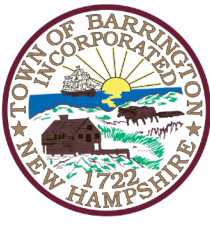
Barrington is a large bedroom community of more than 9,600 residents spanning nearly 50 square miles. Barrington is desirable community located just inland of New Hampshire's seacoast and is 30 miles east of Concord, New Hampshire and 75 miles north of Boston, Massachusetts. Barrington has an SB2 Town Meeting form of government with a Town Administrator and five-member Select Board. Barrington Fire and Rescue is staffed by a full-time Chief and four full-time firefighter/EMTs. Staffing is supplemented by a +/-12-person roster of part-time and call members. EMS on-call staffing is also used to fill scheduling gaps. Budgeted coverage includes two firefighter/EMTs on shift 24/7/365. EMS is paramedic level services. The Department has a fleet which includes two engines, a forestry truck, a tank truck, one advanced life support ambulance, and other supporting vehicles and equipment. Call volume is 432 fire and 721 EMS which has been increasing steadily as the community grows. Barrington Fire and Rescue operates out of one facility, the Public Safety Building, which is shared with the Police Department. The Fire and Police Departments enjoy a strong working relationship.

Strengths, Challenge, and Opportunities

We want potential applicants to understand the strengths, challenges, and opportunities of Barrington Fire and Rescue. This information sharing will help applicants, and the hiring team find the most suitable Chief for Barrington's Fire and Rescue Department.

Strengths

Barrington Fire and Rescue has experienced strong community support, has made strategic savings and investments in updated apparatus, and has strong mutual aid agreements. The community has a consistent tradition of supporting Barrington Fire and Rescue on ballot initiatives at Town Meeting. The budget totals more than \$1 million. In addition, 100% of ambulance billing revenue (~\$160,000 per year) is retained in a revolving fund which is used for fire and ambulance expenses. The community has consistently saved money for large future expenditures in capital reserve accounts for Fire Department apparatus, equipment, and communications. Over \$300,000 has been spent in the past few years upgrading the Town-wide emergency communications equipment. As a geographically large community, Barrington is glad to have



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strong working relationships with all of our mutual aid partners including nearby communities and emergency medical service providers.

Challenges

Barrington has not avoided the staffing challenges facing the fire service in New Hampshire and beyond. Recruitment and retention will need to be a focus of the next Chief. The Select Board and community has been supportive of regularly increasing wages; 35% from 2018 to 2024 with an additional 5.5% proposed in 2025. An additional challenge is the attrition of call members. We are fortunate to have a core roster of highly involved call members. That said, Barrington Fire and Rescue needs to start transitioning to a model which retains the prompt level of service residents expect as the call force dwindles. As the fleet and equipment ages, the next Chief will need to bring strong planning skills to ensure the level of service residents expect is maintained. Finally, as the community continues to grow, we are experiencing an evolving residential demographic and demand for services is expected to evolve as well. The next Chief will need to prepare the department to provide a high level of service into the future.

Opportunities

Barrington is well positioned to explore regional opportunities with surrounding communities. All neighboring communities have faced staffing challenges, and some are ready to explore creative solutions to providing the provision of fire service in the region. In 2026, the Capital Improvement Program calls for a \$150,000 design process to renovate and expand the Public Safety Building at 774 Franklin Pierce Highway. The next Chief will be supported in the development of a strategic plan to ensure sustainable fire and EMS services into the future. Given the current challenges we expect that some form of regional partnership is likely to be most sustainable to maintain the level of service.

Apply Now!

Interested applicants are encouraged to submit application materials or contact the Town Administrator, to learn more about the opportunity. Applications are open until the position is filled with a first resume review date of February 25, 2025. A job description, a three-year project outline, and additional information relating to this opportunity has been posted at www.barrington.nh.gov/firechief. To apply, please submit a resume and cover letter to Deborah Wood, Human Resources Administrator at dwood@barrington.nh.gov no later than **Tuesday, February 25, 2025** at 4:00pm. The position has a large salary range of \$80,000 to \$110,000 and salary placement will be highly dependent on qualifications and experience. The salary is complimented by an excellent benefit package. The Town of Barrington is an equal opportunity employer. If you have any questions, please contact Conner MacIver, Town Administrator at 603-664-7395 or cmaciver@barrington.nh.gov.

Additional Resources

- Budget
 - [2025 Budget Proposal](#)
 - [2024 Budget](#)
 - [2023 Budget](#)
- [Seacoast Chief Fire Officers Mutual Aid District](#)
- [Current Apparatus Replacement Plan](#)
- Annual Town Reports
 - [2023 Barrington Annual Town Report](#)
 - [2022 Barrington Annual Town Report](#)