**Pacific Fire Protection District**

**Deputy Chief/Training Officer Applicant Questionnaire**

Each applicant must submit typed responses to all five (5) questions along with a cover letter and resume as part of the application process.  Ideally, the responses should not exceed four (4) pages in length.  The answers will be reviewed based on the following criteria:

* All questions fully answered with clarity, cohesiveness, and credible content.
* Correct grammar, punctuation, and spelling.
* Appropriate vocabulary.
* Logical structure and transitions.
* Sequence of concepts, ideas, and thoughts.
* Ability to elaborate.
* Use of actual experience.

1. The Pacific Fire Protection District operates a combination fire department using full-time and part-time.  Describe your approach to labor management as it relates to this type of department.  Also describe a plan on attracting and retaining in-district reserve firefighter employees.

1. Describe your approach in being part of a command staff or management team that is driving an important change.

1. Describe your philosophy and approach, using your specific perceived qualities, on how you contribute toward a strong team environment and motivate your personnel to perform at their highest levels.

1. Describe your most effective communication skills and provide an example of a time when you were able to successfully communicate with another person, even when that individual had a differing opinion.

5     Provide a training outline for the following category. “Rural Water Supply”. Provide all visual and digital documents associated with this training evolution.