

Raymond Kickert

Village of Lombard Fire Department

OBJECTIVE

To obtain the position of **Fire Chief for the Village of Lombard** utilizing my experience, knowledge and qualifications for the benefit of the fire department, personnel, and village's citizenry

SUMMARY OF QUALIFICATIONS

Successful and progressive experience in fire & safety protection as Deputy Chief, Battalion Chief, Lieutenant, Firefighter, and Paramedic for the Lombard Fire Department; with superior leadership and expertise in all phases of Fire, Rescue and Emergency Medical Service operations and management.

- **Comprehensive knowledge of principles and practices of fire service management, and skilled in their application:**
 - **Incident Command Operations/Management:** knowledge of tactics and strategy; ability to manage resources; knowledge of incident related legal responsibilities; knowledge of fire cause determination techniques
 - **Personnel Management:** personnel policies and laws; ability to effectively supervise and evaluate the work of personnel, and to plan, assign, and coordinate activities performed by personnel; knowledge of disciplinary process and procedures; ability to conduct training and assist in personnel career development; ability to handle complaints and resolve issues
 - **Administrative:** ability to maintain records; knowledge of accident review process and documentation procedures; creation and maintenance of electronic recordkeeping systems; knowledge of budgetary process and procedures; knowledge of purchasing procedures; ability to work and collaborate with other departments/agencies/vendors; involved in policy development processes and procedures; ability to assist with the creation and implementation of long range plans; and conduct and manage special assignments
 - **Communication:** ability to communicate in writing; communication orally (public speaking); and ability to communicate with media; ability to expand the vision of department (operations to administration), driving the values and goals

EMPLOYMENT EXPERIENCE

Lombard Fire Department, Village of Lombard

1991 to 2023

Deputy Fire Chief (01/18 to 04/23)

Responsible for the overall operations of the department. Provides administrative and operational support to the Fire Chief, to ensure the readiness of Fire/Rescue to respond to and control emergencies when required and directs activities at emergency scenes.

- Assists the Fire Chief in planning, administration, coordination, direction and review of Fire Department operations and activities
- Serves as Acting Fire Chief in the absence of the Fire Chief
- Develops, manages and monitors the Fire and Rescue portion of the Fire Department budget
- Provide leadership and mentoring to the 3 shift Battalion Chiefs
- Assists in updating policies, procedures and SOG's
- Oversees the operational budget, coordinates budget allocations and assists in strategic planning for the department
- Represent the department at conferences and at meetings as a member of multiple Fire Chief organizations

Battalion Chief / Paramedic (09/12 to 12/17)

Responsible for the supervision and operation of 3 pieces of fire apparatus equipment and 3 ALS ambulances, 21 personnel and shift lieutenants at two stations (#44 and #45), serving on a shift rotation (24x48), performing a variety of supervisory, administrative, and technical work in the supervision and administration of fire suppression, emergency medical service, hazardous materials, specialized rescue, and fire prevention activities of a fire battalion responding to 6409 calls per year (75% of calls are EMS related)

- Performs command and control functions at incidents including mass casualty, structure fires, vehicle accidents, and EMS occurrences
- Handles duties associated with personnel management, including mentoring, discipline, training, and coaching
- Provides instruction/ supervision during high risk training and multiple company operations
- Plans and coordinates non-emergency activities including staffing assignments, training, fire inspection, and special duty assignments
- Collaborates in managing the battalion through the development, administration, and implementation of departmental policies, rules, regulations, standards of operation, budget plans, and goal setting
- Evaluates training needs of subordinate personnel and plans, schedules, presents and supervises the presentation of training and drills
- Supervises Fire Lieutenants in the maintenance of buildings, vehicles, and equipment at the fire stations and assigns company members to daily maintenance activities
- Maintains comprehensive records of station activities and enters in station log information documenting daily activities, including alarm response, training activities, and station needs
- Serves as the department's clothing officer; approves all uniform purchases for the department members; in 2015 selected a new uniform vendor and implemented an entirely new purchasing process for the department
- Advises the Fire Chief and Assistant Chief on the adoption of firefight procedures, rules, and regulations
- Represents the department at various meetings
- Assists HR with internal investigations, grievance investigations, firefighter hiring interviews and contract negotiations
- Participates in the department's annual toy parade where we collect toys in December that are distributed through an organization for underprivileged children

Lieutenant/Paramedic (11/00-09/12)

- Performed first level managerial tasks and skilled firefighting work involving the command of Fire Company in firefighting and emergency response situations
- Served as Acting Shift Commander, supervising and coordinating activities and operations of multiple company of firefighters and ambulance personnel, ensuring emergency response readiness
- Set up command post at fire or accident scenes; directed placement of equipment and overall attack on fire, including laying of hose lines, the direction of water streams, the placement of ladders, the ventilating of buildings, the rescue of persons, and the cleaning of premises after fire has been extinguished or accident and victims have been removed
- Ensured that the assigned training from the Training Division was completed by our personnel

Firefighter/Paramedic (08/91-11/00)

City of Countryside Police Department, Countryside, IL

09/85-08/91

Police Officer

EDUCATION

Bachelor of Science in Law Enforcement – Western Illinois University, Macomb, IL, May 1981

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ADDENDUM

CERTIFICATIONS:

- State of Illinois Chief Fire Officer
- State of Illinois Fire Officer I and II
- State of Illinois Firefighter II and III
- State of Illinois Instructor I and II
- State of Illinois Fire Apparatus Engineer
- State of Illinois Fire Department Incident Safety Officer
- State of Illinois Hazardous Material 1st Responder
- State of Illinois Technical Rescue Awareness
- FEMA ICS-100, 200, 300, 400, 700, 800

TRAINING & CERTIFICATIONS through the following:

- Fire Service Vehicle Operator, Lombard Fire Department
- Fire Service Instructor II, Illinois Fire Chief's Association
- Fire Department Incident Safety Officer, Illinois Fire Chief's Association
- Fire Officer II Strategy and Tactics II, Illinois Fire Chief's Association
- Fire Officer II Management IV, Illinois Fire Chief's Association
- Fire Officer II Management III, Illinois Fire Chief's Association
- Technical Rescue Awareness, Lombard Fire Department
- Fire Service Vehicle Operations, University of Illinois Fire Service Institute
- Technical Rescue Awareness, Lombard Fire Department
- Fire Service Instructor I, Illinois Fire Chief's Association
- Fire Officer I Strategy & Tactics, University of Illinois Fire Service Institute
- Fire Officer I Strategy & Tactics I, University of Illinois Fire Service Institute
- Fire Officer I, Management I, University of Illinois Fire Service Institute
- Fire Officer I, Fire Prevention Principles, University of Illinois Fire Service Institute
- Fire Apparatus Engineer, Lombard Fire Department
- Hazardous Materials First Responder – Operations, Lombard Fire Department
- Firefighter II, Arlington Heights Fire Department
- EMT/Paramedic, Good Samaritan Hospital
- National Fire Academy-Command and Control Decision Making at Multiple Alarm Incidents

ORGANIZATIONS:

- Illinois Fire Chief's Association
- International Association of Fire Chiefs
- DuPage Fire Chief's Association
- Metropolitan Fire Chief's Association
- MABAS Division 12 Executive Board Member
- Lombard Firefighters Pension Fund
- Knights of Columbus