

ASSISTANT FIRE CHIEF
(Full Time)

The Municipality of North Cowichan (population 30,000) is located in the beautiful Cowichan Valley on Southern Vancouver Island, between Nanaimo and Victoria. Our communities of Chemainus, Crofton, Maple Bay, and the South End including University Village, are home to a multitude of artistic, cultural and outdoor recreational activities. The Municipality provides a stable and varied work environment, competitive pay and benefits.

We are inviting applications from candidates with the proven skills, qualifications and abilities for the position of Assistant Fire Chief of inspections and investigations. If you are self-motivated, looking to take on a new challenge where you can make a difference, enjoy both responsibility and accountability, and are ready to join one of British Columbia's most inclusive and environmentally conscious municipalities, we look forward to receiving your application!


Reporting directly to the Manager, Fire and Bylaw Services (Fire Chief), the Assistant Fire Chief provides support with the strategic direction, leadership, and management of North Cowichan's Fire Services. This position will be responsible for fire investigations and fire inspections; however, this may change in the future to provide for developmental opportunities. As an Assistant Fire Chief, you will fulfill requirements as a Local Assistant to the Fire Commissioner.

The ideal candidate will possess relevant post-secondary education augmented by NFPA Level 2 certifications for Inspector and Investigator, along with several years of experience as a Fire Officer in a leadership role. You possess management qualifications that will clearly demonstrate your ability to manage the strategic leadership, administrative and operational functions of a complex organization, as well as in building effective relationships with all stakeholders and the public. You are an effective communicator and a leader of innovation and change, and your values align with the Municipality's core values of fiscal accountability, commitment, inclusion, collaboration, continuous improvement, environmental stewardship, sustainability and service excellence.

We require a candidate that can develop an inspection program from the ground up utilizing all the latest technology and resources afforded by the Municipality, along with the experience of conducting fire investigations and inspections. You must confidently organize the fire ground and related emergencies using the incident command model, incorporating strategies and tactics to ensure life safety of all first responders and the public. The successful candidate will possess practical operational experience as an Incident Commander at a wide range of events.

You have exceptional communications abilities, including presentation and report writing skills, and the ability to communicate complex information to a diverse group of people in an easy-to-understand manner. You possess an open, team-oriented leadership style and welcome the challenge of seeking continuous improvements in organizational efficiency. You work collaboratively with senior management, Council and staff across the Municipality. You are respected for your ability to gain commitment on department priorities, you bring a distinguished customer service philosophy and are recognized for your positive corporate contribution.

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The ideal candidate for this position will maintain a successful police information check, including a vulnerable sector check; agree to share Chief responsibilities after regular work hours; and, possess and maintain a valid Class 3 B.C. driver's license with an acceptable driving record.

A competitive salary and comprehensive benefit package is offered. This position is excluded from union membership.

Candidates being considered will be required to undergo a comprehensive evaluation of skills, qualifications and abilities.

To Apply:

Visit the Municipality of North Cowichan Career Portal at www.northcowichan.ca/jobs to apply for this position.

Please note that all candidates must apply via the Career Portal; we do not accept resumes via email or hard copy.

Application Deadline:

4:30 p.m. Tuesday, February 2, 2021

