



Position Title: Deputy Fire Chief/Deputy Emergency Management Coordinator

Competition #2025-E01

Number of Positions: 1

Work Schedule: Monday to Friday, 35hr Work Week with additional hours as needed to attend meetings, respond to incidents, and fulfill on-call Duty Chief responsibilities.

The Town of Sidney, located on the Saanich Peninsula, is a vibrant waterfront community with a population of over 12,000. The Town provides a high energy, creative, and collegial work environment that supports balanced professional and personal activities.

The Town invites those who share our values of *Excellence in Public Service* and *Teamwork* to apply for this amazing opportunity.

Reporting to the Fire Chief, the Deputy Fire Chief is part of the fire department's emergency operational response team and plays an integral part in the day-to-day staffing model. The Deputy Fire Chief will serve as an on-call Duty Chief to provide senior leadership, strategic, and tactical support for fire department operations, and emergency management response. The incumbent is required to possess the knowledge, skills, and experience to act as a functioning leader within the operational team.

The incumbent will be assigned a portfolio of departmental responsibilities. Portfolio assignment may change from time to time at the direction of the Fire Chief and dependent on operational need.

Additional leadership expectations within the Department and the broader Town of Sidney management team include consistently modelling, promoting, and ensuring adherence to all workplace policies and work procedures, including but not limited to demonstrating personal leadership and commitment to ethical and respectful conduct and contributing to the physical and psychological safety of the work environment.

To be considered for this position, applicants should have the following qualifications:

- 10 years of fire suppression experience including 5 years as a Chief rank officer.
- NFPA 1021 – Fire Officer IV Certification.
- NFPA 1031 – Fire Inspector.
- Emergency Medical Responder (EMR) or First Responder Level 3 Certification.
- Experience with FDM software application.
- Blue Card Incident Command Certification.
- Experience with urban interface firefighting and the FireSmart BC Wildfire Mitigation Program.
- Valid BC Driver's License Class 3 with Air Brake Endorsement. An annual Driver Abstract will be required.
- Satisfactory completion of a Criminal Record Check.
- Be available once every three weeks in the role of Duty Chief with a maximum emergency incident response time of 20 minutes from the time of notification to on scene.

Legal ability to work in Canada is a requirement of this position.

The following additional qualifications would also be beneficial:

- Experience working with volunteer call Fire Fighters in a unionized environment.
- NFPA 1033 Fire Investigator.
- NFPA 1035 Fire and Life Safety Educator Level I.
- NFPA 1031 – Fire Inspector II.
- Emergency Management Certificate.
- Experience working in an Emergency Operations Centre (EOC).
- Equivalent combination of training and experience.

This is a regular, full-time position exempt from the bargaining unit. The 2025 salary range is \$140,400-\$156,000 per year, commensurate with experience, plus a generous benefits package. A detailed job description is available on the Town's website at Sidney.ca.

Please submit any accommodation requests when you apply or at any point during the competition process to human resources (careers@sidney.ca).

Please submit your cover letter and resume to the attention of Human Resources, quoting Competition **#2025-E01 Deputy Fire Chief**, to careers@sidney.ca.

The closing date for receipt of applications is 4:00 pm on Friday, February 7, 2025.

We thank all applicants for their interest, however, only those selected to participate in the competition process will be contacted.