



TOWN OF GANDER

Fire and Public Safety Lead/Fire Chief

Competition # TOG2025-001

The Town of Gander is currently accepting applications for a permanent Fire and Public Safety Lead/Fire Chief position within the Fire and Emergency Services Department.

POSITION IDENTIFICATION

The Fire and Public Safety Lead/Fire Chief works closely with Town of Gander Leadership Team, with accountabilities for all aspects of operations and administration of Gander Fire Rescue and the Community Public Safety programs. As a member of the Town's leadership team, the position also plays an important role in the overall delivery of the Community Safety Mandate and Gander Fire Rescue Operations.

MAJOR DUTIES & RESPONSIBILITIES

Supervise and manage Gander Fire Rescue employees (full-time and volunteer); Review and recommend departmental staffing requirements and participate in the hiring process, as required; Leadership in the effective volunteer recruitment and retention program; Oversee the daily operation of Gander Fire Rescue and Dispatch; Lead all public and community safety programs and initiatives; Develop and implement a comprehensive Community Safety Plan, identifying community-specific safety priorities, goals, and strategies in collaboration with key stakeholders; Advocate for public safety improvements by engaging with local, regional, and provincial partners to address emerging safety concerns and improve community well-being; Conduct regular public safety assessments to identify risks, vulnerabilities, and resource needs, and provide actionable recommendations to improve overall community safety; Foster partnerships with community organizations, businesses, schools, and public entities to promote safety education and collaborative solutions; Respond to emergency incidents and act as Incident Commander, if required; Develop and maintain the Municipal Emergency Preparedness Plan in accordance with the Incident Command System; Monitor legislation to ensure departmental practices, policies, and regulations are in compliance with all Federal and Provincial requirements; Advise Council and Management on matters of fire protection and public safety; Contribute to the development, amendment, and administration of policies, regulations, and bylaws; Support document preparation and technical assessment for Council, committee, and management meetings; Plan and implement maintenance schedules for all Gander Fire Rescue assets; Contribute to the development and administration of budgets, procurement documents for capital acquisitions; Delegated Authority for expenditures; Develop a fire prevention program and administer fire safety inspection programs; Oversee and develop public programming for fire prevention and Fire Smart; Ensure the highest standards of confidentiality and integrity at all times; Respond to work groups, supervisors, and the public in a polite, informative, caring, and effective manner; Other duties as assigned by the Chief Administrative Officer.

WORKING CONDITIONS

Regular office work including sitting, standing and keyboarding; Visual demands include regular eyestrain and regular use of office equipment; May be regularly exposed to water in extreme weather conditions; May be exposed to noxious smoke and fumes; Will be required to respond to unpleasant and emotionally charged situations; Disruption to lifestyle caused by after-hours call-ins; Expectation to meet a 100 per year training requirement and attend at least 40% of emergency calls.

EDUCATION & TRAINING

High school diploma; A recognized post-secondary educational certificate in fire service management or leadership, public administration is required. Equivalencies would be considered. NFPA 1001 Fire Fighter Level 2 certification and NFPA 1021 Fire Officer 1 is required; Minimum of 10 years' experience providing emergency services with a progressive fire and emergency services provider including structural firefighting, vehicle extrication, rescue operations, planning and hazmat incidents is required; Minimum of 5 years of increasing responsibility in a leadership or supervisory role is required. NFPA 1002 Standard for Fire Apparatus Driver/Operator; NFPA 1031 Fire Inspector; NFPA 1041 Fire Service Instructor; NFPA 1521 Safety Officer; NFPA 472 Hazardous Materials Technician or trained to the level of Technician; Certificate in Incident Command System 100, 200; Critical Incident Stress Management (CISM) peer certification; Valid certificates in CPR, AED and Oxygen Therapy; Valid certificate in Advanced First Aid for Firefighters will be considered as assets.

OTHER SKILLS

Facilitating CISM debriefings and programs; Working with a composite Fire Department (paid staff and volunteers) would be a definite asset; Proven leadership skills; Strong organizational and time management skills; Strong structural firefighting, vehicle extrication rescue operations and emergency management skills; Ability to anticipate deadlines and work towards achieving key deliverables; Ability to set long-term financial and budgetary goals; Strong presentation, facilitation, written and verbal skills; Proven analytical ability and solutions oriented.

OTHER REQUIREMENTS

Class 3 Driver's License with Air Brake Endorsement for the Province of Newfoundland and Labrador; Thorough knowledge of all Federal and Provincial Codes and Regulations and Municipal By-Laws relative to the activities of the Fire Rescue Service; Certificate of Conduct in good standing; Medical Clearance Certificate.

SALARY: Non-unionized position - \$92,000 - \$104,000

Interested and qualified applicants are invited to submit their **cover letter and resume** on or before Friday, January 24, 2025, to the attention of:

Human Resources

Town of Gander

100 Elizabeth Drive

Gander, NL, A1V 1G7

Email: humanresources@gandercanada.com

Please note: The Town of Gander appreciates all applicants for their interest, however, only individuals selected for interviews will be contacted.