



Career Opportunities

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Assistant Fire Chief - Prevention

📅 Posted 26-Feb-2025 (PST) | 📄 Fire | 💰 \$ 167587.12 per year | 📋 Salary | 🕒 Full-time Permanent | 🏠 Exempt

📍 *Competitive wages, benefit and pension package. Opportunities for career development and professional advancement, including financial support for professional development. A diverse, inclusive and supportive workplace. Wellness incentives, Earned Time Off Program, flexible work environments, and Federal and BC statutory holidays.*

Penticton is a vibrant, innovative, healthy waterfront city focused on sustainability, community, and economic opportunity. At the City of Penticton, our goal is to serve our residents, businesses, and visitors through good governance, partnership, and the delivery of effective and community-focused services.

The City of Penticton is looking to fill the position of **Assistant Fire Chief - Prevention** for the Penticton Fire Department (PFD). Reporting to the Fire Chief, the Assistant Fire Chief - Prevention will be responsible for providing leadership, expertise and accountability while working closely with the Fire Department leadership team and front-line staff to achieve the goals and objectives of the Penticton Fire Department. This position will play a key role in managing the day-to-day fire prevention services, share operational and administrative duties, service, and emergency response activities as assigned by the Fire Chief.

The Assistant Fire Chief - Prevention will set a positive example through proficiency in the safe and effective use of equipment, tactics, and techniques; and leads by example on conduct and professionalism. This position will assist in coordinating assigned activities with other City departments and outside agencies.

Key Responsibilities:

- Supports the Deputy Chief with staff scheduling, leadership, human resource matters, employee performance, operational initiatives, operational programs, standards, and policies.
- Managing the Prevention division in the areas of recruitment, coaching and training, wellness and attendance management, performance management, and progressive discipline.
- Grant writing and management, where applicable.
- Planning and leading fire inspection and prevention programs, including responding in a support role to fire and other emergency calls and overseeing and/or leading fire investigations.
- Provide oversight of the regulatory and legislative requirements regarding compliance to the BC Fire and Building Codes.
- Conducting complex high-level inspections.
- Building relationships and ensuring collaboration with other City departments regarding initiatives that may have multi-department involvement.
- Provide collaborative leadership in the review and plan checking of new developments to ensure compliance and response capacity are maintained.
- Planning, developing, and coordinating public relations campaigns, outreach, and promotions on fire prevention and safety.
- Promotes an understanding of fire prevention and investigation techniques and procedures and conducts research of new techniques and methodologies to ensure effective service.
- Identifying and implementing process improvements, including maintaining systems and considering technical innovations.

Required Knowledge, Abilities & Skills:

- Results-oriented with the ability to create and champion a shared vision, and lead decisively and promote a collaborative team environment.
- Strong people leadership skills with a demonstrated ability to foster a positive, respectful, inclusive workplace culture.
- Forward-thinking and visionary, capable of developing and implementing progressive ideas and concepts with excellent strategic and lateral thinking skills.
- Ability to build consensus among multi-disciplinary teams and supports a high-performing team environment.
- Superior interpersonal and relationship-building skills.
- Excellent verbal and written communication skills, with the ability to effectively communicate with a range of diverse and complex stakeholders including, senior leadership, political representatives and with the media and prepare briefings, memorandums and reports.
- Champion of inclusion, equity and diversity, with a commitment to upholding and embracing these principles and values across the Fire Service.
- Growth mindset and a demonstrated ability to embrace and positively manage and respond to change.
- High degree of integrity, honesty, and accountability for personal and team successes and challenges.

Qualifications (Experience/Education)

- Completion of a diploma/certificate or degree in a related discipline, or an equivalent combination of training and experience within the fire prevention/management field.
- Demonstrated ability to manage budgetary responsibilities.
- Ability to interpret and apply the BC Fire & Building Codes.
- Ability to complete complex high-level inspections.
- Ability to complete complex investigations.
- Supervisory experience in a unionized environment and measurable experience in a fire service exempt management position.
- The incumbent must have the ability to respond to incidents as operationally required outside of regular business hours.

Required Licenses & Certificates (or Equivalent)

- Valid B.C. Driver's License, minimum Class 5.

At the City of Penticton, we recognize that great talent and great ideas come from a variety of backgrounds. Tapping into the diversity of our community makes us all stronger and allows us to serve Penticton even better.

That's why we welcome all applicants to consider joining our team. We encourage Indigenous persons, people of colour, all genders and expressions, 2SLGBT2QIA+, persons living with disabilities, and others who reflect our ever-changing workplace to apply.

So, if your experience is close to what we're looking for, we would love a chance to talk about working with you. We welcome your cover letter and resume by **March 19, 2025**.