

## Job Title: Deputy Fire Chief, Operations-FM202

<b>File Number:</b>	2500	<b>Employee Group:</b>	Mgmt Non Union
<b>Service Area:</b>	Neighbourhood and Community-Wide Services	<b>Division:</b>	London Fire Department
<b>Job Type:</b>	Full-Time Permanent	<b># of Openings:</b>	1

### Summary of Duties:

Reporting to the Fire Chief, the Deputy Fire Chief, Operations is a member of the London Fire Department's (LFD) senior management team and fire leadership team and is accountable and responsible for all aspects of the portfolio assigned by the Fire Chief. As a systems thinker, the Deputy Fire Chief, Operations will lead the development and execution of strategic goals and objectives which are aligned with those of City Council and LFD. The Deputy Fire Chief, Operations will demonstrate exemplary leadership qualities in managing and directing personnel and will work collaboratively with all members of LFD to deliver efficient and effective service.

### Work Performed:

- Contribute to the development and implementation of strategic initiatives for LFD to meet the Council's Strategic Plan, accountable for the effective delivery and the business responsibilities of the team.
  - Provide leadership for the planning, management, and administration for LFD Operations; recommend, develop implement, and maintain comprehensive policies, programs, procedures, and protocols that inform and support City services.
  - Participate in and support a culture of enterprise-wide collaboration. Promote opportunities to work across Divisions and Service Areas in support of strategic initiatives.
  - Provide updates and information to the Fire Chief on priorities with responsibility to operationalize identified goals and strategies.
  - Lead and manage organizational change while providing effective strategic and operational management to LFD; Keep updated knowledge of current trends and best practices.
  - Actively lead an inclusive and diverse workforce, ensuring effective teamwork, high standards of work quality, organizational performance, and continuous learning, and encourage innovation in others.
  - Effectively lead and conduct team meetings with Platoon Chief Managers.
  - Review, analyze and revise existing processes, programs, and models, including Standard Operating Procedures and Guidelines, to identify opportunities for increased efficiency, cost effectiveness, safety and enhanced customer service.
  - Collaborate with Human Resources, Legal Services and other divisional staff to complete various functions which include, but are not limited to: recruitment, promotion, corrective action as required, contract negotiations, grievances, arbitration, and tribunal hearings.
  - Lead and encourage staff participation and commitment to organizational objectives. Actively mentor, provide development opportunities and conduct performance evaluations for direct report leaders, particularly Platoon Chief Managers.
  - Promote accountability for work attendance and ensure availability of metrics to support effective attendance management.
  - Conduct investigations and examination for Article 26 and discipline meetings.
  - Approve work schedules and overtime assignments.
  - Demonstrate personal integrity and accountability in all aspects of work and hold others accountable for work performance and behaviours.
  - Act in the interest of the Corporation while promoting and maintaining open and collaborative labour relations which includes the application of the collective agreement in a fair, consistent and reasonable manner.
  - Establish and enforce rules, regulations, policies and procedures for efficient and effective LFD operations and as required, consult with appropriate authorities prior to making decisions.
  - Provide input to the budget for LFD prepare associated documents (i.e., business plans, business cases and presentation documents) as required. Ensure that expenditures are controlled and maintained; manage and promote stewardship of financial and organizational resources.
  - Provide professional opinion, and information to the Fire Chief, Deputy City Manager, Committees and Council on policies, programs, and services as required.
  - Participate in development of operating and capital budgets for LFD while managing and controlling divisional expenditures.
  - Represent the LFD at Standing Committees and Council meetings as required.
  - Represent the City of London and LFD in legal proceedings as required.
  - Liaison with media for the LFD for large scale emergency situations.
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- Prepare a response to inquiries from elected officials, media and the public as requested by the Fire Chief, or Deputy City Manager, Neighbourhood and Community Wide Services.
  - Maintain positive and productive relationships with the LFD senior management team and other LFD staff, elected officials from all levels of government, and all interested parties including the London Professional Fire Fighters Association and members of the public.
  - Develop and maintain strong, sustainable relationships with managers at all levels within the City of London's service areas, community partners and business associations, as well as other public safety organizations such as the Ontario Office of the Fire Marshal and Emergency Management, London Police Services, Middlesex London EMS, Middlesex London Health Unit.
  - Demonstrate commitment to anti-racism, anti-oppression, and human rights through interactions with community partners, employees and individuals and ensure that policies, programs and protocols reflect this commitment.
  - Demonstrate commitment and adherence to Health and Safety legislation and programs; and actively promote a culture of safety with direct reports.
  - Act as Fire Chief as a representative of the London Fire Department in the absence of the Fire Chief.
  - Required to be available "On-Call"-24 hours/7 days a week, on a rotation basis arranged by the Fire Chief. It is expected to respond and be on scene within twenty (20) minutes from time of notification. Also, in case of a Disaster or major Emergency, it is a requirement to be available for Duty at the Emergency Operations Centre or Emergency Site.
  - Perform other duties as assigned.

### Qualifications:

- University degree in Business Administration, Public Safety or related fields and a minimum of five years of experience at an officer level in the fire service, or fire service experience with an equivalent combination of education and managerial experience.
- The following NFPA qualifications will be considered an asset: NFPA 1021 (Level III or higher).
- The following additional training and certification is considered an asset: Chief Fire Officer (CFO) designation, Executive Fire Officer (EFO), training in the Ontario Incident Management System – IMS 200 or higher.
- Must possess a valid Class “G” Ontario Drivers Licence.
- Criminal Reference Check will be required as a condition of employment.

#### **Skills and Abilities:**

- Demonstrated knowledge and experience in modern fire services and all applicable legislation, codes, standards and regulations with an in-depth understanding of the area's programs and services and how the work of the area aligns with the objectives of the London Fire Department.
- Demonstrated operational expertise in suppression as well as managing large, complex fire scenes.
- Comprehensive knowledge of emergency incident management and mitigation techniques in disaster response, fire suppression, emergency medical and hazardous materials.
- Demonstrated analytical and problem solving skills; experience analyzing data and metrics to support decision making, projects and initiatives.
- Demonstrated successful experience in a people leadership role; positive and proactive leadership capabilities, adept at leading a group of employees, contracted services and consultants; demonstrated commitment to developing high performance teams.
- Demonstrated ability to inspire the people they lead through productive and honest dialogue, with personal integrity and actions.
- Ability to be a trusted advisor and/or advocate in sensitive and/or emotionally charged situations.
- Demonstrated perseverance and resilience in addressing challenges and emergent issues.
- Experience in conducting investigation and demonstrated ability to produce accurate documentation.
- Experience in financial management and demonstrated fiscal responsibility.
- Proven commitment to the safety of employees with knowledge of the Occupational Health and Safety Act and applicable regulations as it relates to the position.
- Ability to provide a high level of attention to detail, make sense of data and solve problems.
- Ability to understand the importance of service delivery; develop and implement initiatives that support the area's customers in a timely and effective way.
- Ability to skillfully communicate to a wide and varied audience and effectively influence outcomes; political acumen to identify and manage issues.
- Proven ability to establish purposeful relationships and work effectively within all levels of the corporation, with the business community and the general public.
- Focused analytical and strategic thinking and issue resolution skills, combined with a commitment to innovation and collaboration.
- Computer literacy in Microsoft Office, and related software and database applications.

#### **Compensation & Other Information:**

\$159,313 to \$195,760

This posting is for one (1) permanent, full-time position.

Standard hours of Work: Monday - Friday from 8:30a.m. to 4:30p.m.

Work Arrangement: In office

These hours of work are subject to change in accordance to business requirements.

#### **Police Record Check**

The successful candidate will be required to complete a Vulnerable Sector Check.

This posting will close June 12, 2025.

Please apply on-line by visiting our City of London Careers page: <https://careers.london.ca/job-invite/2500/>

**As an inclusive employer, we are committed to providing a fully accessible recruitment process. Please contact us at any time during the recruitment process and let us know what accessible supports you may need.**

**Phone: 519-661-4930, TTY: 519-661-4889, Email: [mycareer@london.ca](mailto:mycareer@london.ca)**