

Clarington

We're looking for a Deputy Fire Chief to join Clarington's Public Services team!

Why Clarington?

Clarington is a community full of possibilities.

As one of the fastest-growing municipalities in Durham Region, Clarington is home to over 107,000 residents across four urban centres and 14 hamlets. With our population expected to double by 2051, Clarington offers a perfect blend of urban living and small-town charm. We're known for our thriving energy and agricultural sectors, vibrant historic downtowns, and exceptional quality of life.

Our team thrives in a collaborative environment that promotes work-life balance and meaningful community impact. We value accountability, integrity, and respect, and we are deeply committed to fostering equity, inclusion, and diversity in the workplace. Together, we're building a stronger Clarington — for today and for future generations.

The future is bright – and working with the Municipality of Clarington means you can help shape it. How will you make your mark?

Clarington Emergency and Fire Services are an integral part of the community. Our first responders provide an essential service, protecting and helping residents. Our fire crews are also out in the community, helping to educate residents about safety and fire prevention.

Visit our [website](#) to learn more about the Clarington Emergency and Fire Services and our Vision & Values.

About the Role

Vacancy Status: This posting is to replace an existing vacancy.

Clarington Emergency and Fire Services (CEFS) is seeking a forward-thinking, people-centered leader to join our team as we continue to evolve and enhance our service to meet the needs of a growing community.

Reporting to the Fire Chief, the Deputy Fire Chief leads a progressive career fire department consisting of approximately 95 dedicated full-time personnel from suppression, training, prevention, mechanical and administration divisions, along with 100 dedicated volunteer firefighters. The Deputy Fire Chief participates in an on-call rotation and acts as the Fire Chief when required, including Alternate CEMC.

The ideal candidate will have several years of leadership service within the fire service or related agency. They will demonstrate a people-first leadership approach and will have a genuine commitment to the well-being of others. They will lead by listening, fostering collaboration in decision-making, and have the ability to inspire and motivate teams through change.

Key Responsibilities

- Providing supervision to fire service personnel, both fulltime and volunteer, including performance review and planning, training and development formulation, problem solving/dispute resolution, discipline, safety, as well as hiring, promotions and succession planning.
- Assessing, reviewing and making recommendations to the Fire Chief on the current and long-term fire services and emergency needs of the Municipality.
- Responsible for managing change and providing strategic and operational direction.
- Provides leadership to the Fire Services through managing and coordinating the development of long-range plans and programs and promoting effective labour relations.
- Manages and participates in the development, recommendation and implementation of goals, objectives, guidelines and policies.
- Monitors and evaluates the efficiency and effectiveness of service delivery methods and procedures, recommending changes when necessary.
- Participates in the development and administration of the department's annual operating and capital budget; participates in the forecast of funds needed for staffing, equipment, materials, and supplies; monitors and approves expenditures; implements adjustments.
- Develops and implements cost-effective, innovative solutions.
- Applies critical thinking, project management and change management skills to increase the efficiencies and effectiveness of corporate and departmental initiatives.
- Purchases supplies and equipment and prepares RFP's and tenders, as directed by the Fire Chief.
- Receives and addresses public enquiries.
- Demonstrated experience managing projects from initiation through completion.
- Comfortable thinking creatively, taking measured risks, and finding innovative solutions.
- Required to attend events, Council meetings, and training nights afterhours in the evenings and on weekends
- Required to be on call approximately one third of the year as one of three Senior Officers and must be able to be on site within 1 hour of being notified if needed.

What you bring

- Post Secondary diploma or degree in Business Administration (or related discipline) and/or has the equivalent combination of demonstrated experience along with completion of recognized fire service specific educational requirements, to the satisfaction of the department.
- Completed IMS 100, 200 and 300 Certification or equivalent.
- Completed NFPA 1021 Level 4.
- Preferred candidates are both strategic and critical thinkers with demonstrated leadership, managerial and change management experience in a unionized municipal fire service environment.
- Demonstrated knowledge and practical experience with labour relations, the Fire Protection and Prevention Act, Occupational Health and Safety legislation, Section 21 Guidance notes and practices and processes.
- Highly developed risk management and decision-making skills along with excellent communication (verbal and written) and presentation skills.
- Must possess a valid "G" Class Ontario Driver's License in good standing.
- Must be legally entitled to work in Canada.

What we offer

- Salary: \$149,765 to \$182,040 - Grade 11 of the 2026 Non-Affiliated Salary Administration Program.
- A comprehensive benefits and pension program to ensure that your total compensation package addresses both your work and life needs.

Additional Information

A satisfactory criminal record check with a vulnerable sector screening and proof of qualifications will be required for the successful candidate.

Pre-employment testing may consist of written and oral assessments.

How to Apply

Applications will be accepted until **April 26, 2026, at 11:59pm**.

To learn more about employment with the Municipality of Clarington and to apply for this exciting and challenging opportunity, visit: www.clarington.net/careers.

We thank all applicants for their interest. Only those selected for further consideration will be contacted.

Our Commitment to Equity

The Municipality of Clarington is a progressive and inclusive employer committed to equity, diversity, and creating a respectful and barrier-free workplace.

Accommodations are available throughout the recruitment process in accordance with the *Accessibility for Ontarians with Disabilities Act, 2005*. To request support or accessible formats, please contact the Human Resources Division at careers@clarington.net.

Privacy

Applicant information is collected under the authority of Section 11 of the *Municipal Act, 2001* for the purpose of evaluating the applicant. Questions about this collection can be directed to Human Resources at careers@clarington.net.