Leadership Opportunity

Position	Deputy Fire Chief
Date of Posting	2026-Nov-16
Department	Prince Rupert Fire Rescue
Closing Date	2026-Dec-04
Reports To	Fire Chief
Employment Type	Permanent Full-time
Job Type	Exempt Leadership Position
Salary Range	$ 170,000 - $ 180,000

The City of Prince Rupert respectfully acknowledges that we live and work on the traditional and unceded territories of the Ts'msyen and Sm'algyax-speaking peoples. We offer gratitude to the people who have lived on these lands since time immemorial.

Why work for the City of Prince Rupert?

The City delivers the essential services that keep our community moving and support residents, local businesses, and industry every day. Working here means more than simply doing a job. It means helping protect lives, property, and community wellbeing while contributing to a service that residents depend on when it matters most. We are committed to fostering a respectful, inclusive, and supportive workplace where diverse perspectives, lived experiences, and local knowledge are welcomed and valued.

Prince Rupert Fire Rescue is seeking a progressive and collaborative fire service leader to join our leadership team as Deputy Fire Chief. Reporting to the Fire Chief, you will provide strategic and operational leadership that supports emergency response readiness, employee development, organizational excellence, and exceptional public service.

Who you are…

You are an experienced fire service leader who combines operational expertise with strong people leadership skills. You are comfortable making decisions in complex and dynamic environments, building effective relationships, leading change initiatives, and supporting employees to achieve their full potential.

You lead with integrity, foster a culture of inclusion and accountability, and understand the importance of balancing emergency response leadership with administrative and strategic responsibilities. You are committed to continuous improvement, employee wellness, public safety, and organizational excellence.



What you'll do…

- Provide strategic and operational leadership for Prince Rupert Fire Rescue.
- Support the Fire Chief in advancing departmental priorities, organizational goals, and continuous improvement initiatives.
- Lead and oversee fire service operations, emergency preparedness initiatives, training programs, prevention activities, and administrative functions.
- Participate in emergency incidents and assume leadership positions within the Incident Command System.
- Supervise, mentor, coach, and develop assigned personnel.
- Support workforce planning, succession planning, recruitment, and employee development initiatives.
- Assist with departmental operating and capital budget planning and administration.
- Promote a strong culture of occupational health and safety throughout the organization.
- Build and maintain effective relationships with employees, government agencies, community partners, and the public.
- Represent Prince Rupert Fire Rescue on committees, inter-agency initiatives, emergency management activities, and community events as required.

What you'll bring…

- Demonstrated leadership experience within a municipal fire service environment.
- Strong knowledge of fire service operations, emergency management, and Incident Command System principles.
- Proven ability to lead, mentor, and develop teams while fostering a positive workplace culture.
- Sound understanding of labour relations, occupational health and safety, and organizational management practices.
- Excellent communication, interpersonal, and relationship-building skills.
- Strong organizational, analytical, and decision-making abilities.
- Experience participating in strategic planning, policy development, and operational improvement initiatives.
- Financial management and budget administration skills.
- Ability to build trust and credibility with employees, community partners, and stakeholders.

What to send our way…

Required Qualifications

- NFPA 1021 Fire Officer II certification.
- Fire Officer III certification is considered an asset.
- Post-secondary education in Fire Administration, Leadership, Business Administration, Emergency Management, or a related field.
- Minimum three (3) years of progressive supervisory or management experience within a fire service environment.
- Valid BC Class 5 Driver's Licence with Air Brake Endorsement.
- Satisfactory Driver's Abstract.
- First Responder Level 3 First Aid with Spinal and AED Endorsements.
- Incident Command System training appropriate to operational requirements.
- Equivalent combinations of education, training, and experience may be considered.

Working Conditions and Physical Requirements

- Combination of office-based administration and field-based fire service activities.
- Participation in emergency response and operational leadership activities as required.
- Required to participate in a rotational on-call schedule with Fire Department senior leadership and be available for after-hours emergency response, operational support, and critical incident management.
- Work outside regular business hours including evenings, weekends, statutory holidays, and emergency call-outs.
- Exposure to emergency scenes, hazardous environments, and physically demanding operational situations.
- Ability to work in varying weather conditions while using appropriate personal protective equipment.

Compensation & Benefits

The City of Prince Rupert offers a competitive exempt management compensation package which also includes the following:

- Municipal Pension Plan (MPP)
- Superior Extended Health and Dental Benefits
- Employee and Family Assistance Program (EFAP)
- Paid vacation and compensated days off provisions

- Professional development opportunities
- A collaborative and supportive leadership environment

Other Information You Should Know

- This position is a permanent position, and applicants must be able to demonstrate they meet the City of Prince Rupert's eligibility requirements as outlined on our website: https://www.princerupert.ca/city-hall/careers-volunteering/job-postings
- As a condition of employment, the successful candidate will be required to complete and maintain a satisfactory RCMP Police Information Check, including Vulnerable Sector Screening.
- If you are not currently residing in Prince Rupert, you must be prepared to relocate prior to the commencement of employment.
- The City of Prince Rupert is committed to employment equity and welcomes applications from all qualified individuals.

Please submit your cover letter, resume, and copies of certifications (all PDF format) to:

Human Resources Department
Email: hrfh@princerupert.ca

Subject: Deputy Fire Chief

City of Prince Rupert
424 3rd Avenue West
Prince Rupert, BC V8J 1L7

If you require any adjustments to enable participation at any stage of the recruitment process, please contact the Human Resources Department at HR@princerupert.ca.

We thank all applicants for their interest in this position; however, only those selected for an interview will be contacted.

