

**City of Norfolk, Virginia**  
**Chief of Medical and Fire Services**



Situated on the Chesapeake Bay, the City of Norfolk has a rich history of providing high quality and innovative emergency response services, offering one of the country's premier integrated emergency medical and fire operations. The former Chief of Medical and Fire Services has retired and the City is looking for a new Chief that will uphold the Department's core values of accountability, integrity, respect, professionalism, safety, and innovation.

Under the general direction of the Deputy City Manager overseeing public safety, the Chief of Medical and Fire Services directs all activities and operations of the Norfolk Fire-Rescue (NFR) department, consisting of approximately 500 employees. NFR provides an all-hazards response in the following areas: fire suppression, technical rescue, HAZMAT, paramedic/EMS response, ambulance transport, water rescue, emergency management, arson and explosive device investigation, environmental crimes, and public fire and injury prevention.

A minimum of ten years of fire service management experience at a command staff level of a complex, combination fire department is required. A Bachelor's degree in fire science, public administration, or a related discipline is also required. Candidates should demonstrate knowledge of fire department operations and management, public administration of local government, knowledge of best practices in the management of fire and emergency medical services, and the principles and practice of emergency preparedness and disaster response. The successful candidate will have completed ICS/NIMS training and advanced training, such as the National Academy EFO program, is preferred. National Certification as a Fire Officer II and at least EMT-B certification are required, or the candidate must qualify within one year.

Compensation begins at \$102,209 and is negotiable based on the candidate's qualifications and experience. Norfolk has a competitive benefits program including participation in the Norfolk Employees Retirement System (NERS), competitive health benefits, life insurance, and paid vacation and sick leave.

The position is open until filled; however, applicants are strongly encouraged to apply at <https://springsted-waters.recruitmenthome.com/postings/2282>. For more information please contact Steve Miner at 804-726-9748 or [richmond@springsted.com](mailto:richmond@springsted.com).

*The City of Norfolk is an Equal Opportunity Employer.*