

# PUBLIC SAFETY DIRECTOR

HENRY COUNTY, VIRGINIA

*“Community Connected”*





**Henry County** is a community rooted in tradition, service, and a strong sense of home. For more than three decades, our Public Safety Director has exemplified these values, serving with unwavering dedication and leadership. As he prepares for a well-earned retirement, Henry County is seeking an experienced and visionary professional to take the reins and continue our commitment to excellence in public safety. This recruitment packet outlines an opportunity to lead a department that plays a vital role in protecting and enhancing the quality of life for our residents.

The Director of Public Safety oversees and coordinates the management of emergency services in Henry County, including Fire, EMS, and Emergency Management. The role involves strategic planning, interagency collaboration, policy development, and ensuring compliance with local, state, and federal regulations. With the retirement of our longtime director, we are looking for a forward-thinking leader who can build on our strong foundation and guide the department through continued growth and modernization.

This recruitment profile provides detailed information about Henry County, including its rich history, community values, long-term goals, and the qualifications and experience we seek in our next Public Safety Director. It is designed to give prospective candidates a comprehensive understanding of the position and the unique opportunity to serve in a county that values integrity, stability, and progress.

Interested candidates are invited to apply online at [www.henrycountyva.gov/jobs](http://www.henrycountyva.gov/jobs). We look forward to reviewing your credentials and learning how you can contribute to the future of public safety in our community.

**Michelle Via**

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# COMMUNITY PROFILE

Nestled in the scenic foothills of the Blue Ridge Mountains, Henry County, Virginia, is a community defined by its rich history, natural beauty, and growing momentum toward economic revitalization. Located in the southern part of the Commonwealth, near the North Carolina border, Henry County is home to approximately 50,000 residents who enjoy the unique blend of small-town charm and access to big opportunities.

Historically a hub of furniture and textile manufacturing, Henry County has embraced the challenge of economic transition with determination and innovation. Through strategic investment and community partnerships, the County is actively redeveloping its economic base—welcoming advanced manufacturing, logistics, small business growth, and entrepreneurship—while preserving a remarkably low cost of living. This balanced approach allows residents to enjoy a high quality of life with affordability rarely found in similar communities.

Henry County is also a haven for outdoor enthusiasts. With stunning natural assets such as Philpott Lake, the Smith River, and the 11-mile Dick & Willie Passage Rail Trail, the area offers abundant opportunities for fishing, kayaking, hiking, camping, and biking. These outdoor amenities are complemented by unique attractions like the Smith River Sports Complex, the Rooster Walk Music Festival, and the world-renowned Martinsville Speedway, a NASCAR favorite that draws fans from across the country and contributes to the county's vibrant local culture.

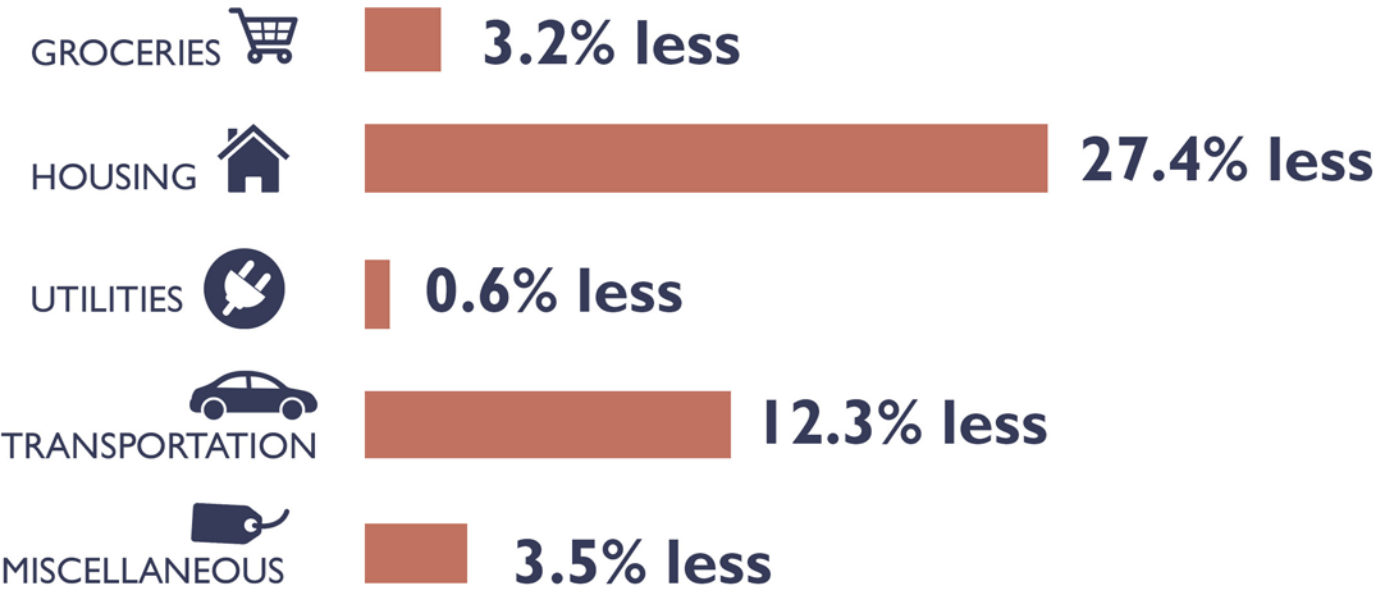
Whether it's the beauty of its landscapes, the strength of its community, or the promise of its future, Henry County is a place where people can build their lives with purpose, connection, and pride.







### COMPARISON TO NATIONAL AVERAGES



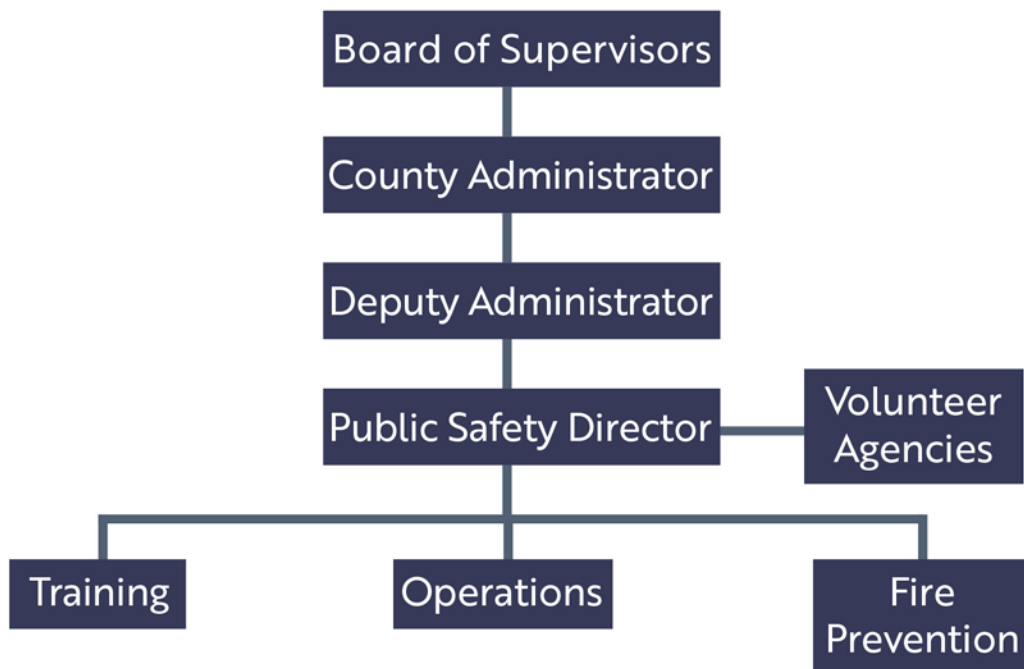
\*Source: ACCRA Cost of Living Index - 2023 Annual Data



# PUBLIC SAFETY



The Department of Public Safety coordinates all emergency services in Henry County. Included in those services are fire suppression and prevention, emergency medical services, disaster management and mitigation, and technical rescues. This is done through local partnerships with **eight volunteer fire departments** and **four volunteer rescue squads**. Along with local resources, HCDPS also coordinates with regional and state partners to assist in providing the highest quality services in the most efficient way by acquiring adequate resources, providing education, and implementing training programs. In addition to routine operations, **HCDPS has the exhilarating opportunity of serving as Incident Command for the Martinsville Speedway twice a year**. HCDPS includes a staff of **45** employees across three divisions.



**FY26 BUDGET**  
**\$5,532,177**

**2024 CALL VOLUME**  
**8,588**



# HCDPS Resources

Our Public Safety Department is equipped with a comprehensive array of training and operational resources to support advanced emergency preparedness and response. Facilities include a state-of-the-art 3-story Class B burn building with a 5-story training tower, multiple fire behavior and ventilation props, confined space tunnels, a repelling tower, and a maze trailer for realistic rescue and firefighting scenarios. Specialized training props cover building construction, car fires, railroad emergencies, and hazardous materials, supported by extensive rehab and classroom space. The department operates a full fleet of emergency and support vehicles, including fire engines, an aerial ladder truck, UTVs, trailers for MCI and hazmat response, and a mobile air truck. EMS and public health training is bolstered by high-fidelity manikins, simulators, and advanced airway, trauma, and medication administration props. Additional assets include a mobile command unit, a fire extinguisher training pit, a law fit course, an event logistics trailer, and mass casualty response units—ensuring comprehensive readiness for any emergency.





# BLUE RIDGE FIRE & EMS ACADEMY

The Blue Ridge Fire and EMS Academy was formed in 2021 through a partnership between the Henry County Department of Public Safety and the Franklin County Department of Public Safety. The academy was created to address the dwindling number of trained emergency response personnel in each locality.

The partnership calls for each agency to cover any specific cost related to their recruits and the instruction staffing is shared proportionately between the jurisdictions participating. The model also allows partner jurisdictions to join in the future to fill personnel shortages. Patrick County chose to participate in the second academy which began on May 2, 2022.

One benefit of the program is the division of instructional responsibilities amongst departments with existing robust training regiments. During the first academy, Franklin County took the lead on firefighter training while Henry County was in charge of the emergency medical services training portion.





# Position Profile

## Public Safety Director

### Essential Duties & Responsibilities

- Plans, directs, coordinates, and evaluates fire, rescue, and emergency medical services operations and programs. This encompasses on-scene assistance with command, logistics, and firefighting during incidents.
- Advises, maintains liaison, and updates area counties, cities, and other agencies during impending or actual disasters and recovery periods.
- Ensures the County's readiness to respond, recover, and mitigate various disasters, including natural disasters, man-made disasters, and acts of terrorism. Coordinates disaster-related activities among all emergency and relief organizations.
- Coordinates the deployment of the multiple agency command center and technical hazards operations during large-scale events/incidents.
- Represents the County in relations with the community, other public agencies, and professional organizations; leads or participates in discussions regarding public safety programs.
- Ensures the County's compliance with National Incident Command Systems (NIMS) requirements.
- Oversees training programs for career and volunteer personnel in fire, emergency medical services, hazardous materials, and disaster preparedness and response to terrorism.
- Develops annual departmental budget and ensures compliance with budgetary constraints.
- Presents strategic plans, including resource acquisition and disbursement plans.
- Assists in grant writing and grant management efforts.
- Remains cognizant of community growth trends and ensures adequate resources are available to address growth-related needs.
- Oversees criminal investigations related to arson and fire code enforcement.

### Compensation & Benefits

Minimum Salary: **\$100,401+** based on qualifications and experience

**Employer-paid health insurance**

**Hazard Duty/VRS Retirement**

**Generous Leave Package**

Opportunities for professional development, college tuition reimbursement

- Reviews and edits emergency plans concerning the County as necessary.
- Collaborates with other jurisdictions and regional partners to establish relationships ensuring sufficient response capabilities during disasters.
- Supervises the County's emergency communications system function.
- Plans and executes emergency preparedness plans for large-scale community events, such as the NASCAR Races and County Fair.
- Responds to emergency scenes to provide patient care and/or fire suppression as necessary.
- Develops and implements capital improvement plans pertinent to the department.
- Conducts research and collaborates with physicians to establish medical protocols for EMS providers.
- Formulates and implements policies, procedures, rules, regulations, and programs.
- Assists in establishing standards governing the operations of volunteer departments.



## Minimum Qualifications

- Bachelor's degree from 4-year college or university
- Five years of related experience
- A comparable amount of training or experience may be substituted for the minimum qualifications

## Certificates, Licenses, and Registrations

- Valid Driver's License
- Advance Life Support (ALS) preferred
- Emergency Vehicle Operators' Course Certification
- Virginia Firefighter II
- Virginia Emergency Management APS or equivalent
- ICS-400

Henry County is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act, reasonable accommodations may be made to enable individuals with disabilities to perform the essential duties and responsibilities.

