



FIRE CAPTAIN
Montgomery County Fire-EMS Department
Montgomery County, Virginia
#332317-1



The Montgomery County Fire-EMS Department is seeking a **Fire Captain**. This position serves as a company officer supervising a crew of firefighters assigned to a station. Supervisory duties include prioritizing and assigning work, assisting with performance evaluations, and ensuring staff are trained and developed. Performs technical work providing fire suppression, human health emergency medical services, and assumes the role of Incident Commander. Position is normally assigned to a 24-hour shift in the eastern area of Montgomery County. Duties are performed under emergency conditions and frequently involve considerable personal hazard, including heavy physical effort. The candidate must have familiarity of the geographical layout of Montgomery County and the Towns of Blacksburg and Christiansburg, including streets, roads, and major landmarks. This position drives and operates department vehicles and assists in the maintenance and repair of station and equipment. Candidates must be able to work well with other emergency services personnel, often under hazardous and stressful conditions, and serve as the Department's liaison with other public safety entities while operating at the scene of calls for service.

High school diploma or GED required; associate degree or higher preferred. Experience required: eight years of experience as a firefighter with supervisory/management experience. The successful candidate must have a valid Virginia driver's license, Virginia EMT certification, ICS-100, 200, 300, 700, 800, VDFP Firefighter I, VDFP Firefighter II, VDFP Hazmat Operations, VDFP Fire Instructor I, VDFP Fire Officer I, VDFP Fire Officer II, VA-approved emergency vehicle operator's course, and VDFP Driver/Pump Operation. The candidate must be able to successfully complete a written and physical agility test as well as a medical scenario, and pass an NFPA 1582 annual physical.

Starting salary **\$62,093-\$74,512**; dependent on experience and qualifications, plus excellent benefits (health, dental and vision, flex spending, life, disability, VRS retirement, 401 & 457 retirement options, onsite clinic, wellness programs, and much more). Qualified candidates should submit an online application with a resume and cover letter at: www.montgomerycountyva.gov/hr. The position will be open until filled with first review of applications **Monday, January 19th, 2026**. For application accommodation for disabilities, contact Human Resources at (540) 394-2007.

Montgomery County, VA, is committed to the principles of diversity and, in that spirit, seeks a broad spectrum of candidates, including women, minorities, persons with disabilities, and veterans. As an Equal Opportunity Employer and certified Virginia Values Veterans (V3) organization, we are dedicated to nondiscrimination in recruitment, selection, hiring, pay, promotion, retention, or other personnel action affecting employees or candidates for employment. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex/sexual orientation/gender/identity, national origin, disability, or protected veteran status.

