



HARRISONBURG FIRE DEPARTMENT DEPUTY CHIEF

Looking to make an immense impact in a vibrant, growing city known worldwide for being a friendly, welcoming Community For All? Look no further than The Friendly City - Harrisonburg, Virginia.

The Harrisonburg Fire Department is currently seeking executive leaders with impeccable values, a demonstrated commitment to progressive responsibility and professional development, and a belief in the department's guiding principles of Integrity, Professionalism, Safety, Teamwork and Excellence to become a Harrisonburg Fire Department Deputy Chief. With two retirements in the next four months, the Department will be seeking to select both candidates from this recruitment process.

This is an amazing opportunity for a dynamic and forward-thinking individual to play a critical role in providing a professional level of emergency service that continually enhances the quality of life, health, safety, and welfare of the people of Harrisonburg. Located in the beautiful Shenandoah Valley, Harrisonburg has received awards for being one of the safest and most picturesque places to live. This modern and diverse collegiate community boasts a happening atmosphere infused with a serious passion for local food, cutting-edge arts and culture and the historic roots that anchor it to the famous Shenandoah Valley landscape.



THE COMMUNITY

The City of Harrisonburg is an independent city located in the central Shenandoah Valley region of Virginia. The city falls within Rockingham County and encompasses 17.4 square miles, serving a population of approximately 56,879.

Harrisonburg is located along Interstate 81 and is only two hours away from both Richmond and Washington, D.C. Harrisonburg City Council and staff are currently operating under the City's 2045 Vision Plan, which calls for a focus on creating A Harmonious Community and prioritizing the areas of Available Housing for All; Economic Development & Financial Empowerment; A Thriving Educational Epicenter; Fiscal Responsibility & Planning; High-Quality City Services; and Community Resiliency & the Natural Environment.

Additionally, City staff strive to embody these five Values: Progressive Innovation, Productive Communication, Trusted Service, Winning Teamwork, and Valued Employees.

Once an agricultural hub, Harrisonburg has now evolved into a lively and distinct destination with a vibrant arts and entertainment scene. The city is home to a plethora of parks and trails and hosts community events throughout the year. Downtown Harrisonburg was designated as Virginia's first recognized Arts and Cultural District in 2001 and the first recognized Culinary District in 2014. Downtown boasts a variety of locally owned restaurants, coffee shops, bars, craft

breweries, and boutiques. The area is home to an expansive network of galleries, music venues, theaters, and museums, making it an exciting place for anyone to enjoy.

Harrisonburg is a melting pot of ethnic diversity. In recent years, thousands of refugees have settled into the city. Harrisonburg City Public Schools students speak more than 60 different languages, with English, Spanish, Arabic, and Kurdish being the most common.

Within the Harrisonburg City Public Schools system is a Pre-K Early Learning Center, six elementary schools, two middle schools, and two high schools - which HDPT supports with school bus service. Harrisonburg is also home to two university campuses - James Madison University and Eastern Mennonite University. James Madison is a public research university with an enrollment of more than 22,000 students, and Eastern Mennonite University (EMU) is a private, Mennonite-affiliated liberal arts university with an enrollment of approximately 1,500 students.

Harrisonburg has been a Bronze Level Bicycle Friendly Community since 2011 and is dedicated to adding bicycle and pedestrian facilities throughout the community, making it attractive to walkers, runners, and cyclists alike. Miles of trails and sidewalks make it a walkable and bike-friendly community.

THE POSITIONS

We are seeking to fill the Deputy Chief of Operations and Deputy Chief of Support Services positions. Applicants seeking to be considered should be aware that they could be assigned to either position. Both positions report directly to the Fire Chief and serve as members of the command team. Successful candidates will be required to participate in a regularly recurring rotating duty officer program that will require them to live within a response radius to the city (15–20-minute drive time). Residency within the city limits is not required.

The **Deputy Chief of Operations** oversees all personnel assigned to shiftwork in field operations (87), assigned across three shifts, Technical Rescue, Hazardous Materials Mitigation, Special Teams (UAV, SWAT, Bike Medic) and the EMS mission of the Department.

The **Deputy Chief of Support Services** oversees Training, Logistics, Information Technology, Apparatus (Fleet) and Facility Maintenance. This position also serves as the Health and Safety Officer for the Department, supervising OSHA compliance and workplace injury reporting.

THE DEPARTMENT

HFD has a staff of 105 employees, 10 of whom are in administrative positions. We operate from five stations across the community, including the newest station which opened in 2025. Station 4 near the city's Downtown will be replaced in the near future. Our headquarters is central to Downtown in the Harrisonburg Public Safety Building.

The department's 2025-2026 budget is \$18,817,213, which includes Fire Administration, Operations, Community Risk Reduction (including the Fire Marshal Office), Training, Emergency Management and Community Paramedicine, among other areas.

Our department is dedicated to reducing unintended injuries and preventing death wherever possible. In addition to fire safety, we provide outreach and educational programs on an array of topics including fall prevention, safe sleep practices for infants and avoiding distracted driving and are heavily involved in community events like Skeleton Festival and Best Weekend Ever. We also host our own events including a sensory-friendly Halloween event, Pizza Night for Smoke Alarm Installations and an annual Art Contest around the theme of fire prevention.

We provide smoke alarm and carbon monoxide alarm installations/checks for any person living in Harrisonburg who needs one. We also conduct free child safety seat inspections and installations. Additionally, we are proud to offer the Harrisonburg Fire Museum, which features a rich display of historic fire memorabilia such as uniforms, medals, equipment, old fire alarms and photographs.

As an all-hazards agency, we provide a wide array of emergency response services including firefighting, emergency

medical services and rescue. We also host a state-sponsored regional hazardous materials team and technical rescue team. We are the designated provider of EMS in the city, providing paramedic-level service from our suppression companies, maintaining an MOU with the Harrisonburg Rescue Squad to provide EMS transport services. We also staff a SWAT Medic program. We have an Unmanned Aerial Vehicle (UAV) team deployed for a wide array of missions.

HFD takes part in a regional firefighter testing program along with our partners in Rockingham, Augusta and Rockbridge counties and the cities of Staunton and Waynesboro. Candidates selected for employment by one of these agencies are sent to the regional fire academy for training that results in certification as a firefighter/EMT. The program has been successful in helping local residents transition into a career in fire service. All of our personnel hold national certifications in their respective disciplines.



COMPENSATION:

PREFERRED HIRING RANGE \$105,955-\$119,204* WITH AN EXCELLENT BENEFITS PACKAGE, *AN EXACT SALARY WILL BE DEPENDENT UPON THE SELECTED CANDIDATE'S QUALIFICATIONS AND EXPERIENCE

*** APPLICATION DEADLINE OF 5 P.M. MAY 21 ***

HOW TO APPLY:

[HTTPS://WWW.HARRISONBURGVA.GOV/EMPLOYMENT](https://www.harrisonburgva.gov/employment)

QUESTIONS:

CONTACT HUMAN RESOURCES AT EMPLOYMENT@HARRISONBURGVA.GOV