

DEPUTY FIRE CHIEF

EAST JEFFERSON FIRE RESCUE



Why Apply?



East Jefferson Fire Rescue offers a unique opportunity for a collaborative leader to serve as Deputy Fire Chief in an innovative combination (career & volunteer) fire agency serving Port Townsend, Port Ludlow, and surrounding communities in eastern Jefferson County, Washington. Protecting approximately 123 square miles and about 28,000 residents, EJFR operates in a diverse coastal and rural environment with strong community support and a growing organization following recent consolidations. The department features a young workforce, a revitalized volunteer program, and solid financial stability. The current Deputy Chief is retiring later this year, providing this opportunity for a new leader to help shape EJFR's future while living and working in one of Washington's most scenic and community-oriented regions.



THE COMMUNITY

Located on the northeastern corner of Washington’s spectacular Olympic Peninsula, East Jefferson Fire Rescue serves a picturesque region defined by saltwater shorelines, forested hills, and vibrant rural communities. The District’s service area spans much of eastern Jefferson County, including the historic seaport of Port Townsend, the resort-style community of Port Ludlow, and the productive farming communities of Chimacum and Marrowstone Island. Framed by sweeping views of Puget Sound and the Cascade Mountains, the area is known for its natural beauty, strong sense of community pride, and robust culture of volunteerism.

Jefferson County lies 90 minutes west of the Seattle metropolitan area and is home to Olympic National Park and Olympic National Forest, which together comprise 60% of county land. The Olympic Mountains help block the damp Chinook winds, creating a rain shadow that provides a drier climate for the eastern side of the county.

The county’s only city and county seat, Port Townsend, is a charming seaside town of 10,000 which boasts top-rated schools (niche.com) and the School of Woodworking. Port Townsend is known for its rich maritime heritage, thriving arts scene, farmers markets, and Victorian architecture. With more than 50 historic buildings, the downtown waterfront district and residential area on the bluff are listed as a National Historic District. Smithsonian Magazine named Port Townsend a "Best Small Town to Visit" in 2015.

Outdoor recreation is central to life throughout the region. Residents and visitors enjoy boating, kayaking, crabbing, hiking, and cycling, with easy access to coastal waters and public lands. The region's working waterfront supports the local economy alongside a steady flow of visitors who come to enjoy the scenic beauty and slower pace—and a lively calendar of festivals that celebrate local arts, music, and heritage. Eastern Jefferson County is also renowned for its historic maritime community and prestigious boat building schools.



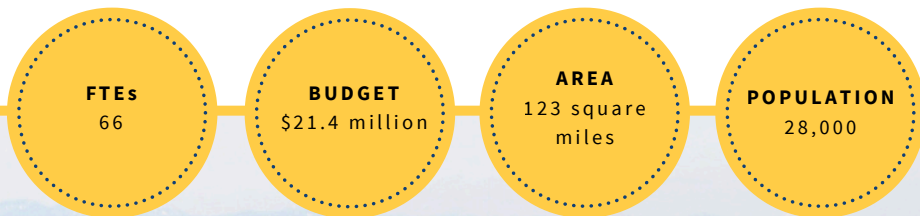
EAST JEFFERSON FIRE RESCUE

East Jefferson Fire Rescue (EJFR) is a full-service, combination fire district that includes the City of Port Townsend and the unincorporated Jefferson County communities of Cape George, Chimacum, Irondale, Kala Point, Marrowstone Island, Port Hadlock, Paradise Bay, Shine, Bridgehaven, Mats Mats, Swansonville, Beaver Valley, South Point, and Port Ludlow.

In the past five years, the District has experienced tremendous growth following the expansion of its service area to include Port Ludlow and the City of Port Townsend. The annual budget has grown from \$6M to over \$21.4 million today, while staffing levels have nearly doubled to 66 FTEs: 57 firefighters, 8.5 administrative positions, and a facilities technician.

The District maintains 5 fully staffed fire stations, 3 volunteer fire stations, and an administrative office. EJFR operates a three-shift platoon system, each with a dedicated Battalion Chief and a daily minimum staffing of 13 firefighters. All firefighters are EMTs or paramedics, providing industry leading BLS & ALS care and transport. Firefighters work a 48/96 schedule, while day-shift positions include a Training Captain, MSO, and CARES unit. In 2025, EJFR responded to 5,854 calls for service. EJFR prides itself in providing exceptional EMS care, exceeding the State and National averages for CPR survival. (Return of Spontaneous Circulation, WEMSIS 2025 data.)

The District is governed by a five-member elected Board of Fire Commissioners, with each commissioner representing a distinct geographic district. Administration (non-union positions) include the Fire Chief, Deputy Chief, District Secretary/Executive Assistant, Community Risk Manager, Human Resources Manager, Finance Director, two Administrative Assistants, and a Volunteer Coordinator.





THE DEPUTY FIRE CHIEF

View job description at gmphr.com

Reporting to the Fire Chief, the Deputy Fire Chief serves as the senior executive officer of the Fire District. The Deputy Fire Chief is expected to reside within the District and to perform assigned responsibilities with a high degree of independence while working collaboratively with other members of the leadership team. Primary responsibilities include ensuring the efficient and effective delivery of District services, long-term planning, and developing and implementing policies and guidelines. The Deputy Fire Chief manages the Operations and Training Divisions, responding to significant incidents as necessary.

OPPORTUNITIES & CHALLENGES:

Organizational Alignment & Leadership Support

EJFR continues to grow and evolve following recent consolidations and organizational expansion. As the organization matures, the Deputy Fire Chief will play a key role in supporting the Fire Chief by reinforcing expectations, strengthening communication across stations and divisions, and helping maintain organizational alignment. This includes integration of technology and metrics, providing clear operational direction, ensuring accountability, and serving as a steady leadership presence with career and volunteer personnel while respecting the department’s culture and history.

Workforce Development & Succession Planning

The department has a young workforce with strong long-term potential, with many firefighters developing their careers within EJFR. However, formal succession planning has been limited due to the rapid growth of the District. The Deputy Fire Chief will help strengthen leadership development, mentoring, and career pathways for both career and volunteer members. This includes coaching officers, supporting professional development, and helping prepare the next generation of leaders within the organization.

Service Delivery & Operational Readiness

With approximately 6,000 annual responses—most of which are EMS-related—EJFR must continually evaluate operational deployment, response coverage, and service delivery across a geographically diverse service area. The Deputy Fire Chief will play a central role in overseeing daily operations, supporting complex incident management, and helping evaluate long-term system needs such as station placement, response gaps, specialty teams, and apparatus planning.

Regional Partnerships & System Coordination

EJFR operates in a regional response environment requiring strong coordination with neighboring agencies, dispatch (Jeffcom 911), hospitals, and mutual-aid partners. The Deputy Fire Chief will help maintain these partnerships while ensuring EJFR’s operational needs are represented. This includes supporting interlocal agreements, participating in regional initiatives, and helping manage EJFR’s role as a key response partner in the region.



THE IDEAL CANDIDATE

Operationally Credible Leader – Brings strong incident command and EMS experience with operational credibility, capable of leading complex incidents and confidently representing the department in the Fire Chief’s absence.

Trusted Partner to the Fire Chief – Serves as a dependable executive partner who helps translate the Chief’s vision into operational action while providing thoughtful counsel and support, and who brings a background of administering disciplinary procedures balanced with preserving employees’ rights and workplace harmony.

Combination-System Champion – Values and supports the volunteer program, ensuring volunteers feel included, respected, and treated as an integral part of the organization.

Visible & Accessible Leader – Maintains a presence with career and volunteer personnel through regular station visits, operational engagement, and open communication.

Coach and Mentor – Invests in the professional growth of firefighters, officers, and volunteers, helping develop the next generation of leaders within the organization.

Strong Communicator – Clearly explains expectations and the “why” behind decisions, communicates effectively across all levels of the organization, and consistently follows through while applying the principles of emotional intelligence.

Collaborative Relationship Builder – Builds trust with labor, regional partners, dispatch, hospitals, and local government leaders while representing EJFR in regional initiatives.

Financially & Administratively Astute – Understands public-sector budgeting, respects subject-matter experts, and helps guide responsible financial and operational decision-making, with a strong understanding of strategic planning and technological prowess.

Adaptive & Forward-Thinking – Comfortable wearing multiple hats in a decentralized organization and able to navigate change, growth, and evolving service demands. A champion for innovation in a variety of fields such as EMS, mobile-integrated health, fire department training and data driven decision making.

Community-Oriented Professional – Seeks to immerse themselves in the community, understand local expectations, and serve as a visible and approachable ambassador for East Jefferson Fire Rescue.



EDUCATION & EXPERIENCE

- 10 years of progressive full-time career fire service experience.
- Minimum of 5 years as an NFPA Fire Officer II (1021) or higher, with progressive professional and administrative experience across all major fire service functions, including at least 3 years in an administrative or supervisory role at the Battalion Chief level or higher.
- Experience in a combination fire district/department.
- Or equivalent education and experience that demonstrate the necessary knowledge, skills, and abilities.

PREFERRED:

- Bachelor's degree or higher.
- CPSE credentials (CFO or CTO).
- Training Division experience highly desired.

COMPENSATION & BENEFITS

This position offers an annual salary range of \$185,000 to \$205,000, based on qualifications and experience, along with a comprehensive benefits package. Must reside within the District.

- Flexible schedule
- Accrual of up to 20 hours of vacation per month
- Accrual of 8 hours of sick leave per month
- 11 holidays and one personal day annually
- \$250/month contribution to HRA VEBA
- 100% medical/dental/vision coverage for employee and dependents
- Group life and AD&D insurance coverage
- Basic Life, dependent life and long-term disability insurance coverage
- Retiree medical benefit
- Up to \$7,500 annual contribution to Deferred Compensation plan
- District-issued vehicle for response and District business.



RESOURCES

[2024 Annual Report](#)

[2022 Strategic Plan](#)

[Service Area Map](#)

[SOC Study - Technical Report](#)

[SOC Study - Map Atlas](#)



TO APPLY

Apply Online: gmphr.com

First Review: **April 15, 2026**

More Info: Gordie Olson, GMP Consultants
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