



The City of Danville, Virginia



Invites Applicants for
Deputy Fire Chief



The Community:

With a population of about 43,000 and located in the Piedmont region of south-central Virginia along the North Carolina border, Danville, offers small-town charm as well as the advantages of a city overflowing with energy. It sits strategically on the banks of the beautiful Dan River and has taken advantage of this setting by developing the Danville River District.

The area offers a wide variety of activities including festivals, special events, concerts, the Danville Otterbots minor league baseball team, and many outdoor activities. Danville's history includes being a regional hub for tobacco and textiles. As those industries declined, Danville has reinvented itself to have economic diversity. The community is the home to key employers in manufacturing (e.g. Goodyear Tire and Rubber, Nestle, and EBI), Finance (CIT Commercial) and Healthcare (SOVAH, Roman Eagle Memorial). Further, higher education institutions such as Averett University and Danville Community College offer continuing education and learning options in the region.

Demographically, the city is 48% Caucasian, 48% African American and 3% Hispanics of any race. With over 50% of the population under 45 years old and one-third under 25, the City continues to work hard to develop and promote quality of life choices for all ages with focused efforts in K-12 schools, job training, economic development, employment, and recreation. To learn more about the City, we invite you to view this short video: <https://vimeo.com/188848506>.

You could be the next Deputy Fire Chief of Technical and Support Services if you are...

- an expert in the field with a strong command presence and adept in professionally commanding large incidents;
- a visionary who can effectively lead a multi-generational team through embracing changes;
- a proven leader with a high level of integrity;
- a notable communicator with significant public relations skills; and,
- an advocate for aggressive interior firefighting and well-experienced in strategy and tactics.

The City of Danville, VA is seeking a ***Deputy Fire Chief of Technical and Support Services (DFC)*** who is a passionate fire safety expert and a strong, effective leader with the skills to build a cohesive culture within the department while assisting the Chief in the implementation of major departmental growth and changes. The DFC will assist in leading daily operations by ensuring effective, efficient, and safe service delivery and support services.

Danville Fire Department staff must not only identify with but must commit to exemplifying the ***values*** of the Fire department: ***Customer and Community Focus; Peak Performance; Integrity and Transparency; Diversity and Inclusiveness, and Safety and Valor.***

About the Organization:

Danville is an independent city in the Commonwealth of Virginia and operates under a Council/Manager form of government. The City has a total budget of \$287M and approximately 1100 employees working across 13 departments.

Department and Position Description and Responsibilities:

The 138-year-old Danville Fire Department has seven engine companies, one aerial, one command vehicle, one safety truck, and three Battalion Chiefs on a 53-hour work week. Handling 9940 in 2024 of which 62% were emergency medical services. The department is staffed by 146 FTE personnel, including 24 in dispatch.

The ***DFC for Technical and Support Services*** supervises 23 staff across Community Risk Reduction, the Fire Marshall's office, and Emergency Communications. This budget savvy, strategic and collaborative leader is tasked with strategically managing a budget of approximately \$14 million – 88% of which is allocated for salaries, while also securing additional funding through grants and other partnerships to support strategic growth and the needs of the department including ensuring minimum staffing levels year-round. A significant function of the role is emergency management including ***support and leadership*** to the 911 emergency communications center; serving as deputy coordinator of emergency management; acting as liaison with other agencies, departments, and vendors; managing the Emergency Operations Center, mobile command post, and ancillary warning and reporting systems to ensure they are ready and in good working condition; reviewing and updating the emergency operations plan as needed. The DFC also Chairs the Human Resource, SOG, and other committees as assigned.

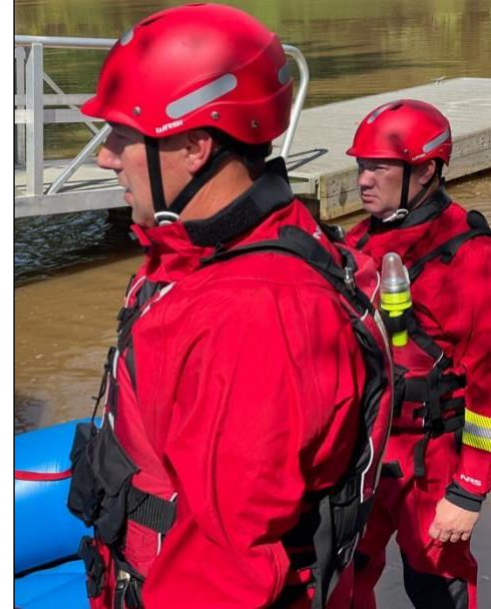
For more information about the Danville Fire Department, please visit: <https://www.danville-va.gov/DocumentCenter/View/16409/Mission-Vision-Values-8-31-15?bidId=>.

Key priorities for the next Deputy Fire Chief include:

- Serves as Emergency Manager for the City by providing support for emergency situations by responding to fire suppression/emergency incidents; establishing incident command system if needed or working in any of the command functions with-in the incident management system; provides logistical support; ensures safety of responders and public; and coordinates emergency management activities.
- Oversees dispatch and is responsible for ensuring operational efficiency, maintaining technological infrastructure, and supervising personnel. This includes optimizing dispatch protocols, managing communication systems, and ensuring rapid and accurate dissemination of information to emergency responders, thereby playing a pivotal role in the effectiveness of the city's public safety services.
- Manages grants, identifying funding opportunities, preparing detailed proposals, and overseeing the allocation, reporting, and utilization of awarded funds.
- Manages accreditation process which involves leading efforts to achieve and maintain compliance with relevant industry standards and regulatory requirements. This includes conducting internal audits, implementing necessary improvements, and preparing for external assessments, all of which contribute to enhancing the credibility, professionalism, and operational excellence of the department.

Qualifications:

- An associate degree (bachelor's preferred) in a fire or emergency management-related professional or technical field is required.
- Minimum of 10 years of progressive experience as a full-time/career Captain/Lieutenant/Company Officer or higher.
- EMS ALS transport background and experience preferred.
- Must possess and maintain a valid state driver's license with an acceptable driving history.
- Serves in an on-call status with other leaders.
- The ideal candidate would have significant experience in the field along with the following certifications:
 - NIMS ICS or a NFA course meeting NIMS ICS (100, 200, 700 & 800).
 - NIMS ICS -300 Intermediate and NIMS ICS-400 Advanced.
 - National Registry EMT certification
 - Fire Officer I and II
 - Fire Instructor II (preferred)





The Successful Candidate:

- eliminates silos and seeks commonality across functions *intra*-departmentally and works effectively *inter*departmentally to build relationships in service to public safety goals with a proven track record in building and maintaining morale through effective teambuilding, advocacy, and consistency of policy application;
- fosters cooperative working relationships among staff members and emphasizes positive customer relations approaches with citizens, vendors/suppliers, and those conducting business with The City of Danville;
- is strategic in assessing and prioritizing the needs and changes of the City and the Fire Department and being flexible to adapt plans, technology and staffing as needed to meet the safety needs of the community;
- experienced in complex planning, project management and administrative support to the Fire Chief in the development and implementation of a comprehensive, strategic fire program to meet strategic goals;
- coaches and holds employees accountable to conduct their work and activities in a manner that embraces the City's values;
- has a proven track record in policy development and consistency of application;
- expertly uses data and metrics to propose solutions and make decisions;
- maintains knowledge of best practices in fire safety and emergency management through continuing education to include appreciation and understanding of technology and develops a solid network of peers to support a proactive approach to emerging safety trends;
- communicates excellently both verbally and in writing and possesses well-developed interpersonal skills and abilities; and,
- thrives in a culture of high-performance expectations and personal accountability and has a track record of developing the same departmental standards as a highly accomplished fire service leader.

Salary range and Application Process:

The hiring range is \$85,526 – \$149,671 and starting salary will depend on experience and qualifications. The City of Danville provides an excellent benefits package.

Visit <http://www.danvilleva.gov/286/Benefits> to learn more.

To apply, click here (or copy and paste into your browser:

<https://www.governmentjobs.com/careers/developmentalassociates>) and then click on the **City of Danville – Deputy Fire Chief** posting.

- All applications must be submitted online via the Developmental Associates application portal (link above) - NOT the City of Danville's employment application portal or any other external website.
- Resumes and cover letters must be uploaded with the application.
- Applicants should apply by **September 8th, 2025**.
- The hiring team will invite successful semi-finalists to virtual interviews and skill evaluations on **October 7th and 8th, 2025**. Candidates are encouraged to reserve these dates for virtual meetings should they be invited to participate. Interviews with the Fire Chief will follow at a subsequent time.
- Direct ALL inquiries to hiring@developmentalassociates.com.

Danville is an Equal Opportunity Employer. Developmental Associates, LLC is managing the recruitment and selection process for this position. To learn more about our selection process, visit <https://developmentalassociates.com/client-openings/>, select "Client Openings," and scroll down to "Important Information for Applicants."

