



EXECUTIVE RECRUITMENT

Deputy Fire Chief



Emergency Services Consulting International
Helping Change the World, One Community at a Time

ABOUT LYNCHBURG

Lynchburg, Virginia, is a culturally rich city with a unique blend of historic charm and modern energy. Nestled in the foothills of the Blue Ridge Mountains, the City of Lynchburg offers a high quality of life, with safe and affordable neighborhoods, excellent schools, and family-friendly amenities. With five colleges and universities and robust business growth, residents also enjoy more than 40 miles of urban trails and a vibrant downtown filled with dining, arts, and cultural opportunities. The City of Lynchburg is a welcoming community that values innovation, sustainability, and growth.

THE FIRE DEPARTMENT



OUR VISION

To be a leading public safety agency in the Commonwealth, providing superior services that promotes life safety and minimizes property damage.



OUR PURPOSE / MISSION

First in Safety.
First in Service.
First in Community.



OUR VALUES



HONESTY



INTEGRITY



TRUST



COMPASSION





The Lynchburg Fire Department provides a full range of emergency and non-emergency services to a vibrant community through a team of 220 full-time personnel operating from eight stations, a central administrative office, a training facility, and a logistics center addressing approximately 19,000 annual calls for service. Additionally, a new station is coming online in the summer of 2027 through a private-public partnership.



Fire Administration/Fire Station 1 - Clay Street

Currently located at 800 Clay Street, Station 1 is the home to Engine 1, Truck 1, Battalion 1, Medic 1, Boat 3 and 4, and the Technical Rescue Team Trailer. In addition to these fire units, Station 1 is also the home to Fire Administration.



Fire Station 2 - Grace Street

In service since the latter part of 1883, Engine 2 has always been located on Grace Street. Following the formation of the department in the spring of 1883, the city inherited three fire stations but soon found itself in need of a fourth station in Diamond Hill.



Fire Station 3 - Fort Avenue

Currently located at 4701 Fort Avenue, the current Station 3 was built in 1968 during the tenure of Chief Marvin Evans. Following the trend set by the design of Station 2 built in 1957, Station 3's design reflected the new "suburban" style of architecture seen in the 1950s and 1960s.



Fire Station 4 - Birch Street

In 1991 after several years of planning, the department replaced Station 4. Based on a modified floor plan of Station 8, Station 4 is currently the home to Engine 4, Medic 4, Truck 3, the Dive Team Trailer, and a Polaris Mule.



Fire Station 5 - Boonsboro Road

Currently located at 4800 Boonsboro Road, Station 5 is the current home to Engine 5. Placed in service in 1904 at the new Station 5 located at 1212 Rivermont Avenue, Engine 5 was utilized to provide fire protection to the newly formed Rivermont section of the city.



Fire Station 6 - Miller Park

Located at 2084 Fort Avenue, Station 6 is currently the oldest active station in the Fire Department and is the only station that still utilizes a sliding pole.



Fire Station 7 - Lakeside Drive

Following the annexation of the Old Forest Road area of Campbell County in 1976, the City of Lynchburg had to provide fire protection to this area of the city. In 1980 the Lynchburg Fire Department opened Station 7.



Fire Station 8 - Old Graves Mill Road

Currently located at 213 Old Graves Mill Road, Station 8 is the home to Engine 8, Medic 8, Engine 10, Engine 12,



Fire Training Center

The Central Virginia Regional Emergency Services Training Center (Training Center) is located at 613 Training Center Road, Lynchburg, VA, 24502. The delivery of safe and effective training is the primary goal.



Vehicle Maintenance Shop

The Lynchburg Fire Department's vehicle maintenance shop is responsible for performing preventive maintenance and repairs on all ambulances and apparatus for the Fire Department.

THE POSITION



The Deputy Fire Chief serves under the direction of the Fire Chief and as a member of the Fire Department Command Staff.

- Provides direction, leadership, management, supervision, collaboration, and coordination to assigned Battalion Chiefs, Fire Captains, and other sworn and non-sworn staff assigned under their command;
- Provides guidance on strategic decisions, policies, plans, operations, activities, etc.;
- Represents the Fire Chief as required;
- Responds to significant emergency and disaster incidents when necessary;
- Attends assigned local, regional, state, and national meetings;
- Serves as an Emergency Support Function manager in the Emergency Operations Center as required;
- Performs other duties and responsibilities as assigned by the Fire Chief.

The Deputy Fire Chief should be focused and adept at reviewing quality and change management models and processes for their assigned area. The Deputy Fire Chief is responsible for the development, creation, management, and enforcement of Fire Department Policies, Procedures, Standard Operating Guidelines, and directives as well as enforcing all City of Lynchburg Policies and Procedures.



MINIMUM QUALIFICATIONS

MINIMUM EDUCATION AND EXPERIENCE REQUIRED:

- Bachelor's Degree (Master's Degree Preferred) from an accredited college or university in Fire and/or Emergency Services Administration, business management, or public administration related field
- Ten (10) years of increasingly responsible and varied experience in the fire service, five (5) of which are at the Chief Officer level or higher; OR any equivalent combination of experience and training at the level of Chief Officer.

OTHER MINIMUM REQUIREMENTS:

- Possession of a valid driver's license and acceptable driving record in accordance with City of Lynchburg policy.
- Possession of Emergency Medical Technician Certification (candidates must obtain Virginia certification within a timeframe approved by the department after hire), Fire Instructor II and Fire Officer III, or equivalent training and education will be considered.
- Successful completion of IS100, IS200, IS300, IS400, IS700 and IS800 National Incident Management (NIMS) training within 90 days of appointment to this position. May also be required to complete higher levels of NIMS training as determined appropriate for the position.
- Within (6) months of appointment, candidates must establish and maintain a primary residence within a thirty (30) minute driving distance of the City of Lynchburg.



HOW TO APPLY



How to Apply

Applications will be accepted electronically by ESCI. The position will remain open until filled. Candidates selected to advance in the process will participate in an on-site interview process in the City of Lynchburg on July 8–10. This is the first scheduled interview process; however, the position will remain open, and additional interviews and selection activities may be conducted as applications are received and reviewed until the position is filled.

Note: This is an expedited recruitment process, as department leadership seeks to align the selection and onboarding of the Deputy Chief with the appointment of the new Fire Chief. Interested candidates must submit an application, cover letter, résumé, and responses to the supplemental questions to recruitment@esci.us

Applications will be reviewed as they are received, and interested candidates are encouraged to apply promptly.

Compensation and Benefits

The City of Lynchburg offers a competitive salary package for the Deputy Chief position, which will be dependent on the qualifications and experience of the successful candidate. The hiring range begins at \$125,000 depending on qualifications, with an excellent benefits package. In addition to a competitive salary, the City offers a robust benefits package to full-time employees, including medical, dental, and vision coverage; participation in the Virginia Retirement System (VRS); paid time off and holidays; and additional programs such as life insurance, deferred compensation, flexible spending accounts, parental leave, and tuition assistance—underscoring the City’s commitment to employee well-being.

Job Description >>

Questions?

Please direct questions to recruitment@esci.us

