

POSITION: FIRE CHIEF/MANAGER OF PROTECTIVE SERVICES

Nestled along the eastern shores of stunning Vancouver Island, the Town of Ladysmith is home to approximately 9,000 residents and offers the perfect blend of small-town charm and connected living. With a warm, welcoming community, exceptional recreation and amenities, and a scenic natural setting, the Town provides an outstanding quality of life. Residents enjoy year-round outdoor adventures, vibrant community spaces, and the convenience of being a short commute to the services and opportunities of an urban centre.

GENERAL ACCOUNTABILITY

Reporting to the Chief Administrative Officer (CAO), the Fire Chief/Manager of Protective Services provides strategic leadership and operational oversight for the Town's fire, rescue, emergency management, bylaw enforcement, and community safety services. This position is responsible for leading the delivery of fire protection, prevention, inspection, and emergency response programs while ensuring services align with the Town's vision, values, and organizational goals. The role oversees the Deputy Fire Chief, Bylaw Compliance staff, and Paid-On-Call Firefighters, and directs emergency planning, community safety initiatives, and bylaw compliance activities while maintaining active involvement in departmental operations.

JOB CONTEXT

The work requires close liaison with the exempt management team, officials of public safety and emergency response agencies, and the general public regarding strategic and operational aspects of fire and rescue operations and fire prevention. Functions and duties are completed in both an office environment and within the field when providing active response to fires and other emergency incidents, including first response medical emergencies.

REQUIRED QUALIFICATIONS AND EXPERIENCE

To ensure success, the incumbent will hold an undergraduate degree relevant to fire service management, local government, business administration, or public administration, and a minimum of seven (7) years' progressive related experience in a unionized municipal, provincial, or similar setting, leading day-to-day operations of protective services.

In addition, NFPA 1001 Firefighter Level 2, NFPA 1021 Fire Officer Level 4, NFPA 1031 Fire Inspector 1, NFPA 1033 Fire Investigator 1, NFPA 1041 Fire Service Instructor 2, Wildland Firefighting, ICS 300, and First Responder License is required.

Comparable combinations of education and experience may be considered. Response area residence, an ability to work varied hours, and a valid B.C. Class 3 Drivers License is required.

The Town of Ladysmith offers a competitive salary and excellent benefits package, a supportive team-oriented work environment and opportunities for career and professional development.

Additional Information:

- Employees currently receive Wellness Initiatives, including use of facilities at Frank Jameson Community Center
- Hours of work: 35 hours/week
- Salary Range: \$115,089 - \$137,022
- Applicant must provide proof of legal eligibility to work in Canada

Please view the Fire Chief/Manager of Protective Services [Job Description](#) for specific accountabilities and additional details related to the qualifications and responsibilities of this position.

If you are interested in applying for this opportunity, please submit your resume and a covering letter by **4:00pm Monday November 9, 2026**, to:

Trish McConnell, Manager of Human Resources
E-mail: careers@ladysmith.ca

The Town of Ladysmith wishes to thank all applicants in advance for their interest. However, only those selected for an interview will be contacted.

