

# FIRE CHIEF – RECRUITMENT ANNOUNCEMENT

## **Alfalfa Fire District – Bend, Oregon**

The Alfalfa Fire District is seeking a **motivated, community-driven Fire Chief** who is ready to lead a dedicated combination fire and EMS agency in the heart of Central Oregon’s high desert. This is a rare opportunity to guide a rural district where your leadership has a direct and lasting impact on the safety, resilience, and future of the community.

If you’re a hands-on leader who values teamwork, service, and building strong relationships, we want to meet you.

## **Why Lead Alfalfa Fire District?**

### **Serve a Community That Truly Values Its Fire District**

Alfalfa is a tight-knit rural community where residents know their responders by name and deeply appreciate the work they do. As Fire Chief, you become not just an administrator — but a trusted presence and a cornerstone of community safety.

### **Shape the Future of a Growing Rural Agency**

This role offers the chance to:

- Strengthen operational readiness
- Mentor and develop volunteer and paid personnel
- Modernize training, equipment, and response systems
- Build partnerships across Deschutes County

Your leadership will directly influence the district’s direction for years to come.

### **Lead a Team That Takes Pride in the Work**

You’ll guide a group of committed responders who show up because they care — about the mission, about each other, and about the people they serve.

## **Position Overview**

The Fire Chief provides overall leadership, direction, and administration of the district’s fire suppression, emergency medical services, training, and community risk reduction programs. This is a full-time, on-call position requiring a leader who is ready to respond, ready to mentor, and ready to serve.

# **Key Responsibilities**

## **Operational Leadership**

- Direct all fire and EMS operations
- Respond to incidents and serve as Incident Commander
- Ensure readiness of personnel, apparatus, equipment, and facilities

## **Personnel Development**

- Lead, mentor, and support volunteer and paid staff
- Oversee training programs and professional development
- Foster a positive, team-oriented culture

## **Administrative & Financial Management**

- Manage budgeting, grants, reporting, and compliance
- Maintain accurate records and operational documentation
- Support long-term planning and district improvement initiatives

## **Community & Interagency Engagement**

- Serve as liaison to the Board of Directors
- Build strong relationships with partner agencies
- Represent the district at community events and meetings

# **Minimum Qualifications**

- High school diploma or GED (higher education preferred)
- Minimum **5 years** of progressively responsible fire service experience
- Supervisory or command-level experience
- Firefighter II
- Fire Officer II
- Engine Boss
- ICS 100, 200, 300, 400
- Current EMT certification (or ability to obtain)
- Valid Oregon driver's license
- Ability to pass background and medical evaluations
- Residency within 15 miles of the Alfalfa Fire District

# **Preferred Qualifications**

- Experience in a rural or combination fire department
- Volunteer recruitment and management experience

- Budget, levy, and grant management experience
- Strong communication and leadership skills

## **Compensation & Benefits**

- **Salary:** \$50,000 annually
- **Benefits:** Full health coverage and PERS contributions
- **Schedule:** Full-time with on-call responsibilities; evenings, weekends, and holidays as needed

## **How to Apply**

Submit the following:

- Resume
- Cover letter
- Copies of relevant certifications

Send applications to [info@afdistr.org](mailto:info@afdistr.org) or mail to: **Alfalfa Fire District** 25889 Alfalfa Market Rd  
Bend, OR 97701

## **Equal Opportunity Employer**

The Alfalfa Fire District is an equal opportunity employer and does not discriminate on the basis of any protected status.