



Aurora Fire

District No. 63

FIRE CHIEF

\$134,000 - \$155,000

Includes a competitive benefits package



Aurora (Oregon) Fire District #63 | FIRE CHIEF

Application Deadline: August 28, 2026

Position Details

Full Time

FLSA Exempt

Salary: \$134,000 - \$155,000

per year (exact placement within the salary range dependent on qualifications)

Benefits:

Competitive benefits package that includes:

- Employer-paid
 - ◊ Oregon PERS Retirement
 - ◊ Medical/Dental/Vision Insurance
 - ◊ Life and AD&D Insurance
 - ◊ HRA VEBA Contribution
- Employee Assistance Program (EAP)
- Holidays, Vacation, and Sick Leave
- Staff Vehicle
- District Issued Phone
- Employee-paid Aflac Insurance Available



THE AREA

Aurora, Oregon is a welcoming community in the heart of the Willamette Valley, where rural charm, agricultural heritage, and a strong sense of community come together. Located between Portland and Salem, Aurora enjoys a mild Pacific Northwest climate with warm, dry summers and cool, wet winters. The area's landscape features fertile farmland, open countryside, and scenic mountain views, making it an attractive place to live, work, and recreate. Annual rainfall averages approximately 40 inches, helping sustain the region's productive farmland and natural beauty.

Life in and around Aurora offers a variety of recreational, cultural, and outdoor activities. Residents enjoy access to parks, walking and cycling trails, local wineries, and other amenities throughout the region. The community is also known for its collection of antique stores, specialty boutiques, local restaurants, art galleries, and farm markets that draw visitors from across the



Pacific Northwest. Aurora is perhaps best known for the Aurora Colony Historic District, a National Historic Landmark that preserves the area's unique history and small-town character. Community events, seasonal festivals, wine tasting, and opportunities to experience local farming traditions are enjoyed throughout the year. Nearby destinations such as Champoeg State Heritage Area provide hiking, camping, boating, fishing, wildlife viewing, and educational programs along the Willamette River.

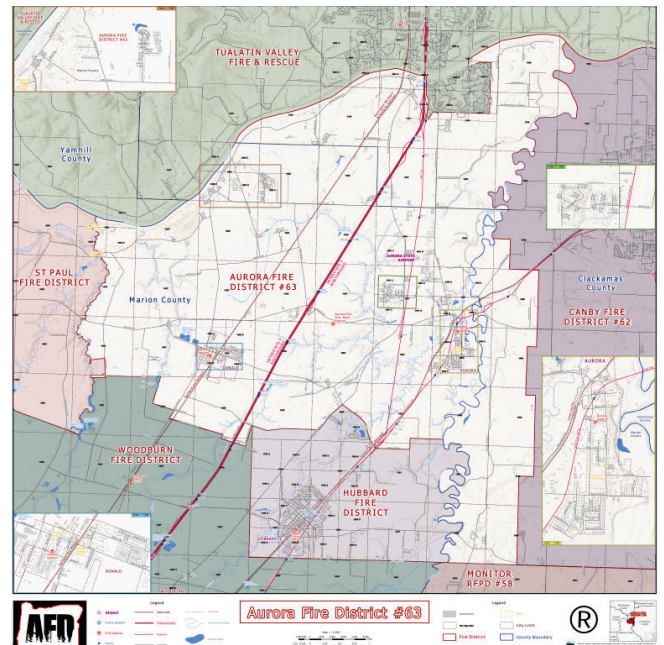
Aurora's central location provides convenient access to both urban amenities and outdoor recreation. Portland, Salem, the Oregon Coast, and the Cascade Mountains are all within easy driving distance, allowing residents to enjoy cultural attractions, professional sports, hiking, skiing, and scenic weekend getaways while maintaining the quality of life that comes with living in a small-town community.

THE DISTRICT

Aurora Fire District #63 serves approximately 36 square miles in northern Marion County and southern Clackamas County, including the cities of Aurora and Donald, surrounding rural areas, agricultural lands, commercial properties, and key transportation corridors. The District provides essential emergency services across a diverse service area encompassing residential, commercial, agricultural, and transportation-related risks.

Established in 1948, the District provides fire suppression, rescue services, emergency medical response, fire prevention, and community risk reduction programs to approximately 6,500 permanent residents. The service area also includes businesses, schools, airports, major highways, and railway corridors, creating a dynamic response environment. In 2025, Aurora Fire District personnel responded to 1,106 incidents, reflecting the significant demand for emergency services throughout the community. Leadership in this role has a direct and meaningful impact on the safety and well-being of the people and organizations served every day.

Aurora Fire is a combination agency governed by an elected five-member Board of Directors and managed by professional staff. The organization includes nine employees, including a full-time Office Administrator/Finance Officer/HR professional, along with six resident volunteer firefighters and additional volunteer members who respond from home or serve scheduled shifts. These dedicated personnel strengthen the



District's operational capabilities and support its longstanding tradition of local service.

The District operates stations serving the communities of Aurora and Donald and benefits from a strong tradition of volunteerism and public service. Aurora Fire also provides a variety of non-emergency programs, including smoke detector installations, address sign programs, fire extinguisher training, school fire safety education, station tours, and participation in community events throughout the year. These efforts reflect the District's commitment to prevention, education, and public outreach.

Aurora Fire provides dependable fire, rescue, and emergency services throughout its varied response area. The District is recognized for its professionalism, fiscal stewardship, and commitment to protecting life and property. Residents benefit from one of the lowest fire district tax rates in the region, with operations funded primarily through property taxes, including a permanent tax rate and voter-approved local option levy.

The District continues to focus on future readiness through strategic planning, volunteer recruitment, capital improvements, regional partnerships, and long-range service planning. With stable governance, strong public support, and more than 75 years of service, Aurora Fire District #63 is well positioned to meet the evolving needs of its community for years to come.

OUR PURPOSE AND PRINCIPLES

Our MISSION - We strive to protect and support the communities by providing outstanding service in the areas of fire suppression, emergency response, member training, fire prevention, public education, and charitable community service.

Our VISION - Be a progressive, innovative, and dynamic organization, committed to excellence in the delivery of all its services.

Our VALUES - We encourage and support excellence in leadership, innovation and service. We aspire to the highest level of competency through training and mentoring. We value teamwork and open communications as the foundation for all that we do. We honor our families and the deep traditions of the Fire Service. We will act with respect and integrity in all situations.





THE POSITION

The Fire Chief serves as the executive leader of Aurora Fire District #63, providing vision, strategic direction, and oversight for all district operations. This includes fire and EMS response, fire prevention, emergency preparedness, personnel management, budgeting, labor relations, facilities, equipment, and long-range planning.

Working under the direction of the Board of Directors, the Fire Chief exercises independent judgment to implement district goals, policies, and legal requirements. As the district's primary representative, the Fire Chief builds strong relationships with employees, volunteers, community members, partner agencies, and elected officials.

THE IDEAL CANDIDATE

The ideal candidate will possess the following core attributes at a minimum:

- **Fire and EMS Operations Expertise** — Thorough knowledge of fire suppression, fire prevention, emergency medical services, incident command, associated procedures, techniques, equipment, and applicable codes.
- **Regulatory and Legal Compliance** — Thorough knowledge of federal, state, and local laws, regulations, standards, ordinances, and public-sector governance requirements affecting fire service operations.
- **Accreditation and Organizational Excellence** — Knowledge of fire department accreditation processes, ISO rating improvement strategies, and continuous organizational enhancement.
- **Emergency Services Leadership** — Ability to lead, train, supervise, evaluate, and develop personnel while planning, organizing, and managing district programs and operations.
- **Fiscal and Administrative Management** — Ability to develop and administer public agency budgets, ensure fiscal accountability, and utilize technology to manage documents, spreadsheets, and databases.
- **Communication and Relationship Building** — Ability to communicate effectively, exercise sound judgment, and maintain productive relationships with employees, elected officials, partner agencies, the media, and the public.
- **Operational Readiness and Professional Standards** — Ability to respond to emergency and operational needs, maintain required certifications and licensure, and perform duties in accordance with district expectations.
- **Labor Relations and Board Collaboration** — Experience working with elected boards, public meeting requirements, labor relations, and collective bargaining in a public-sector environment.

This position offers an exceptional opportunity for an experienced fire professional to lead dedicated personnel while serving a dynamic and supportive community.

REQUIRED EDUCATION AND EXPERIENCE

- Associate degree in Fire Science, Public Administration, Emergency Management, Business Administration, or a closely related field
- At least ten (10) years of public fire service experience, with documented progression in responsibility and rank, including at least five (5) years at the rank of Captain (or equivalent) or higher.
- NFPA Firefighter II (or equivalent)
- NFPA Instructor I (or equivalent)
- NFPA Fire Officer I (or equivalent)
- Oregon licensed EMT or higher (or ability to obtain within one year of hire)
- Valid, insurable driver's license
- Bondable and insurable through the district's insurance agent for fiscal responsibility purposes
- OR -
- An equivalent combination of education, training, and experience that demonstrates the knowledge, skills, and abilities necessary to perform the position.

See job description for full position details and requirements.

RECRUITMENT AND HIRING TIMELINE

(Dates subject to change)

Recruitment Period Opens: August 7, 2026

Recruitment Period Closes: August 28, 2026

Assessment Center (onsite)*: September 15, 2026

Tentative Start Date: November 1, 2026

****Candidates invited to the onsite assessment process will be eligible for travel and lodging reimbursement to a maximum of \$500.***

To review the full job announcement and description, and to complete the application, please see this link: <https://www.sdao.com/classifieds>. To be considered as a candidate, please submit:

- A completed and signed application
- An up-to-date resume
- A cover letter that includes a bio of your professional experience and the reason for your application for this position at this time.

Send completed application packets to the address or email listed below. Electronic submission is preferred.

Attn. Shanta Carter

Aurora Fire District #63 – Fire Chief

Special Districts Association of Oregon

PO Box 23879, Tigard, Oregon 97281

Email: consultingservices@sdao.com

Questions regarding the position or the selection process can be directed to Senior Consultant **Gordon Sletmoe** at gsletmoe@sdao.com.

