



HOODLAND
FIRE DISTRICT #74

FIRE CHIEF

\$150,000 - \$180,000

*Includes a competitive
benefit package*



APPLICATION DEADLINE
JULY 22, 2026





HOODLAND FIRE DISTRICT #74

POSITION DETAILS

Full Time | FLSA Exempt

Salary: \$150,000 - \$180,000 per year *

BENEFITS

-  Health Insurance - 95% employer-paid
-  Life and AD&D Insurance
-  Oregon PERS Retirement
-  HRA VEBA Contribution
-  Life Insurance Policy
-  Employee Assistance Program (EAP)
-  Oregon Family Leave Insurance
-  Incentive pay
-  Vacation, executive leave, sick leave
-  Staff vehicle

**Exact salary and benefits dependent on qualifications and negotiations with Board of Directors*

AT A GLANCE



Scenic mountain community in the foothills of Mount Hood



Four-season recreation and easy access to the outdoors



Serves approximately 6,000 residents



45 square miles along U.S. Route 26



Established in 1966

THE AREA



Hoodland Fire District #74 is set in the scenic foothills of Mount Hood, where mountain living, natural beauty, and a strong sense of community come together. Surrounded by the Mt. Hood National Forest, the area offers four-season appeal, mild summers, and winters shaped by elevation. Terrain ranges from approximately 1,300 to 4,000 feet, with average annual snowfall of about 30 inches at lower elevations and 235 inches at higher elevations. Just over 40 inches of annual rainfall helps keep the landscape lush, green, and inviting throughout the year.



Life in the Hoodland area offers exceptional year-round recreation and easy access to the outdoors. Winter brings nearby skiing and snowboarding, while the warmer months invite hiking, fishing, swimming, and mountain biking throughout the surrounding forests, rivers, and lakes. Local amenities include the Mt. Hood Oregon Resort's 27-hole golf course and the Wildwood Recreation Site, a 550-acre park featuring old-growth forest, trails, playgrounds, and access to the Salmon River.



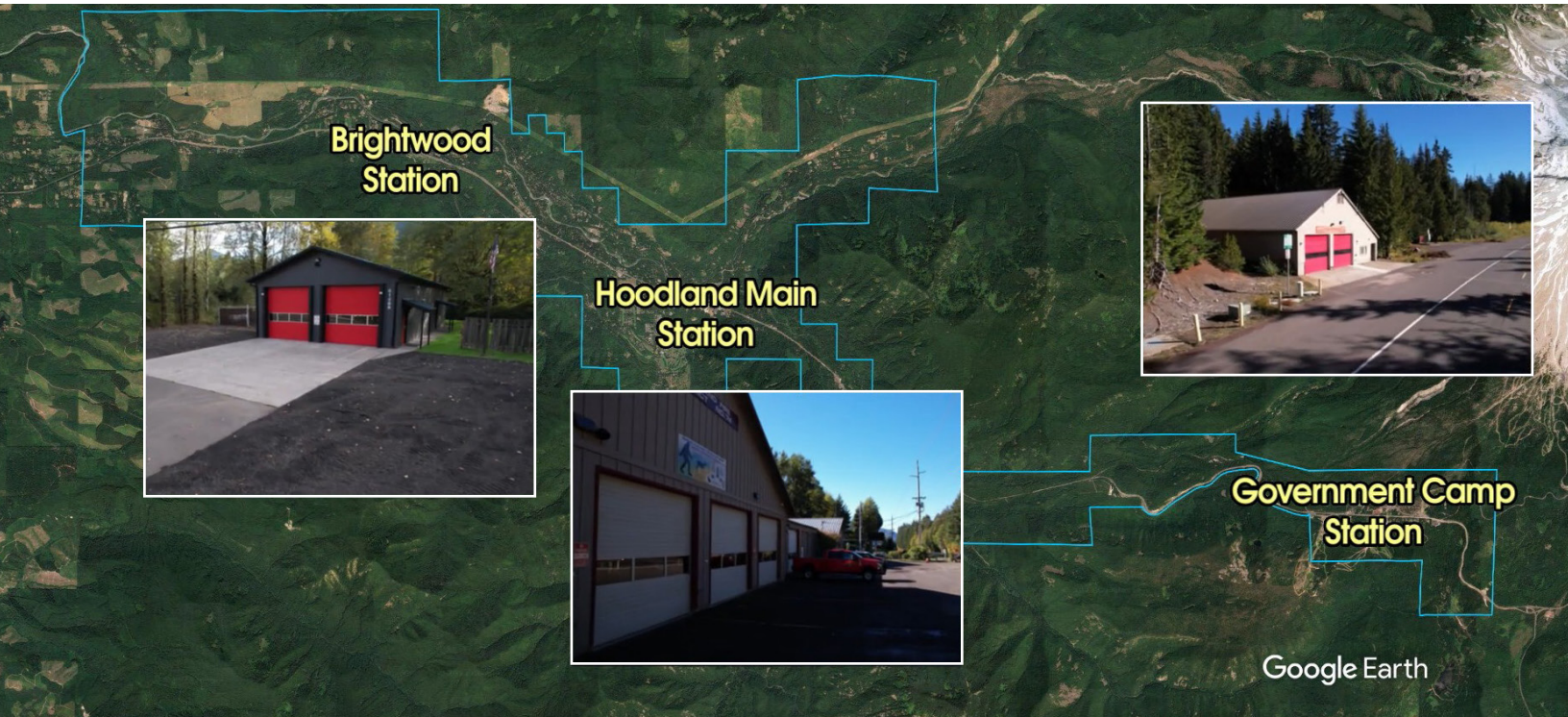
The region is also home to iconic Timberline Lodge, a National Historic Landmark celebrated for its architecture, world-class skiing, and lasting place in the character of the mountain community.

THE DISTRICT

Located in east Clackamas County, Hoodland Fire District #74 offers the opportunity to live and work in a rural mountain community while remaining within reach of the Portland metropolitan area. It is a place where people know one another, value service, and take pride in their community. Seasonal tourism adds both energy and complexity to the District's service environment.

Established in 1966, the District serves 45 square miles, primarily along U.S. Route 26, and provides fire suppression, rescue services, and Advanced Life Support EMS to residents and visitors alike. Leadership in this role carries a visible and meaningful impact on the people and communities served every day.

Hoodland Fire is a combination agency serving approximately 6,000 residents. The organization includes a Fire Chief, two Division Chiefs, eight full-time Firefighter/Paramedics, two administrative staff members, five elected Board members, and numerous volunteers who help strengthen the District's close connection to the community.



The main station in Welches is staffed 24/7, with volunteer substations in the communities of Brightwood and Government Camp. The District also benefits from strong support staff, an active student firefighter program, and a junior firefighter program that reflect its commitment to service and future generations.

Hoodland Fire provides dependable fire, rescue, and emergency services across a demanding response area shaped by mountainous terrain, wildfire risk, and seasonal population surges. The District is known for showing up with professionalism, care, and commitment when the community needs it most



The District is also investing in the future through construction of a new main station, planned as a shared facility with Mt. Hood National Forest fire resources, with occupancy anticipated in summer 2027.

The District is stable, forward-looking, and deeply supported by the community it proudly serves.



KEY DISTRICT HIGHLIGHTS INCLUDE:

- Adoption of an updated strategic plan in 2025
- Voter approval of a \$19.145 million General Obligation Bond in 2025 for construction of a new main fire station
- Renewal of the Local Option Operating Levy in 2023 supporting emergency operations
- Strong fiscal management with reserve accounts dedicated to apparatus replacement and facility and equipment upgrades
- Consistently strong community support and engagement

SHORT-TERM CHALLENGES & OPPORTUNITIES

- **SHARED STATION INTEGRATION & GOVERNANCE** — Leading the transition into a new, shared fire station and establishing effective coordination, governance, and daily operational alignment with Mt. Hood National Forest fire personnel.
- **VOLUNTEER WORKFORCE SUSTAINABILITY** — Addressing ongoing challenges in volunteer recruitment and retention while supporting an active Volunteer and Student Firefighter Program in a shifting workforce environment.
- **LABOR RELATIONS & COLLECTIVE BARGAINING** — Maintaining strong labor relations with IAFF Local 1660, with contract negotiations beginning in early 2027.
- **ASSOCIATION PARTNERSHIP MANAGEMENT** — Strengthening and sustaining productive working relationships with the Hoodland Volunteer Firefighter Association.
- **FISCAL STEWARDSHIP & LONG-TERM STABILITY** — Ensuring long-term financial stability, strengthening reserves, and providing steady, responsible fiscal leadership.
- **STRATEGIC STAFFING & DEPLOYMENT PLANNING** — Evaluating future staffing needs, including the potential addition of a career firefighter to achieve three-person staffing per shift.
- **WILDFIRE PREPAREDNESS & WUI READINESS** — Continuing to enhance wildfire preparedness and response capabilities in a high-risk wildland-urban interface environment.

THE POSITION

The Fire Chief serves as the Chief Executive Officer and Budget Officer of the Fire District, providing overall leadership and administrative direction for the organization. This position is responsible for budgeting, strategic planning, policy implementation, and the coordination of all District functions in alignment with the Board of Directors' directives.



The Fire Chief ensures effective collaboration with local fire protection agencies and other governmental partners, supporting regional coordination and operational consistency. The role also oversees organizational readiness for fire, rescue, and emergency medical response and may serve as a Duty Officer, assuming command at emergency incidents when necessary.

Within the limits established by the Board of Directors and state and federal law, the Fire Chief has complete authority over the organization, its governance and discipline and is the final authority in the assignment of personnel.



THE IDEAL CANDIDATE

THE IDEAL CANDIDATE WILL POSSESS THE FOLLOWING CORE ATTRIBUTES AT A MINIMUM:

- **COMPREHENSIVE FIRE SERVICE**

EXPERTISE — Thorough knowledge of fire prevention, public education, fireground operations, fire cause and origin investigations, emergency medical services, human resources, budget preparation and management, public meeting laws, community relations, apparatus and equipment testing and maintenance, firefighter safety, training program management, and volunteer recruitment and retention.

- **LEADERSHIP AND INFLUENCE** — Demonstrated skill and ability to display a high level of leadership, communication, and motivation.

- **INDEPENDENT OPERATIONAL JUDGMENT** — Ability to perform all aspects of the position with minimal instruction, frequently exercising sound personal judgment.

- **PROFESSIONAL COMMUNICATION** — Ability to communicate effectively in English, both orally and in writing, including confident and capable public speaking.

- **TECHNICAL AND ADMINISTRATIVE PROFICIENCY** — Ability to create and manage documents, spreadsheets, and databases using computers and modern office software.

- **ETHICAL AND STRATEGIC MINDSET** — Ability to demonstrate the highest standards of integrity and ethics, supported by keen judgment, innovation, and strategic foresight.

IF YOU ARE A FIRE PROFESSIONAL LOOKING TO LEAD A TEAM OF DEDICATED STAFF AND FIREFIGHTERS, IN A VIBRANT COMMUNITY, THIS IS THE POSITION FOR YOU.

REQUIRED EDUCATION AND EXPERIENCE

- Associate's degree in Fire Science, Emergency Medical Services, Public Administration or related field.
 - Oregon licensed Emergency Medical Technician (or current certification with ability to obtain Oregon license within 6-months of hire).
 - NFPA Fire Officer 1 (or equivalent)
 - NFPA Firefighter 2 (or equivalent)
 - NFPA HazMat Operations (or equivalent)
 - NFPA Fire Instructor 1 (or equivalent)
 - ICS 100, 200, 300, 400, 700, 800
 - Ten (10) years of progressively responsible structural firefighting experience; including a minimum of three (3) years at or above the rank of Battalion Chief (or comparable rank) with administrative, supervisory, and budgetary responsibilities.
 - Demonstrable experience in interagency coordination with wildland fire protection agencies.
- OR -**
- Any combination of education, training, and/or experience that demonstrates equivalent requirements may be considered at the discretion of the Board of Directors.

See job description for full position details and requirements

RECRUITMENT AND HIRING TIMELINE

(Dates subject to change)

Recruitment Period Opens: June 24, 2026

Recruitment Period Closes: July 22, 2026

Assessment Center (onsite): August 24, 2026

Tentative Start Date: October 1, 2026

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



HOODLAND FIRE DISTRICT #74

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, resume, and cover letter to the address and/or email listed below. **Electronic submission is preferred.**



ATTN. SHANTA CARTER

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QUESTIONS

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