



CLATSKANIE RURAL FIRE PROTECTION DISTRICT

FIRE CHIEF

\$145,000 - \$170,000

Includes a competitive benefits package

Apply by November 16, 2026



Clatskanie Rural Fire Protection District | Fire Chief

Application Deadline: November 16, 2026

Position Details

Full Time

FLSA Exempt

Salary: \$145,000 - \$170,000

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

Benefits:

Competitive benefits package that includes:

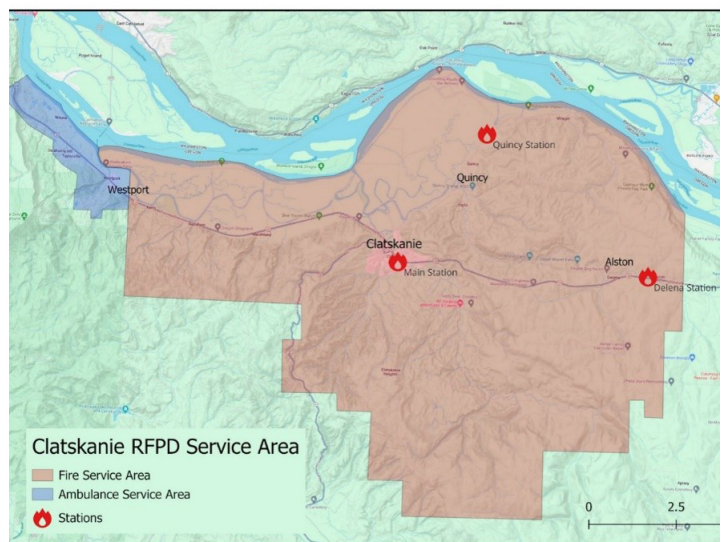
- Health Insurance
- Life and AD&D Insurance
- Oregon PERS Retirement
- HRA VEBA Contribution
- Life Insurance Policy
- Employee Assistance Program (EAP)
- Oregon Family Leave Insurance
- Vacation, holidays, sick leave
- Gym Membership
- Staff vehicle



THE DISTRICT

The Clatskanie Rural Fire Protection District is proud to serve the City of Clatskanie and surrounding rural communities with dependable fire, rescue, and emergency medical services. Every day, our personnel are committed to protecting lives, property, and the quality of life of the people who live, work, and travel through our district.

From our main station near Highway 30 along the Clatskanie River, and supported by strategically located substations, we provide timely emergency response across more than 135 square miles of Columbia County. Our service area reaches from the Columbia River in the north, over Clatskanie Mountain to the south, east toward the Alston area, and west to



the Clatsop County line. We also provide emergency medical services into neighboring Clatsop County, including the Bradley Summit area, ensuring continuity of care for our regional partners and residents.

Our district is staffed by a dedicated team of career and volunteer firefighters, paramedics, and EMTs who live in and around the community they serve. Career personnel staff our main station around the clock, while volunteer members respond from home to support emergency operations throughout the district. In addition, our internship program provides hands-on training and mentorship to the next generation of fire and EMS professionals, strengthening both our organization and the future of emergency services in our community.

Through professionalism, preparedness, and community partnership, the Clatskanie Rural Fire Protection District remains committed to being there when our neighbors need us most.

THE POSITION

The Fire Chief serves as the Chief Executive Officer of the Fire District, providing overall leadership and administration direction for the organization.

The Fire Chief ensures effective collaboration with local fire protection agencies and other partners, supporting regional coordination and operation consistency. The role also oversees organization readiness for fire, emergency medical services, rescue, emergency management and preparation.

Within the limits established by the Board of Directors, 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.

MINIMUM REQUIREMENTS

1. Minimum of 10 years' progressive fire service experience, with 5 years as a duty/company officer or higher
2. Valid Oregon driver's license that is insurable by the District's insurance carrier.
3. Must be able to meet the physical requirements of the position.
4. Must successfully pass districts alcohol, drug and financial/criminal background evaluation.
5. Must establish residency within the Fire District boundaries, time frame negotiable with Board.

EDUCATION AND EXPERIENCE

1. Experience working within a combination or volunteer only, all hazards, emergency services organization.
2. Associate degree supplemented by successful completion of courses in fire service and budget administration.

3. Required Certifications

- EMT Basic
- NIMS ICS 100, 200, 700, and 800 courses.
- NFPA Firefighter 2
- NFPA Officer 1
- NFPA Incident Safety Officer (ICS) desired.
- Hazardous Materials Awareness and Operations Level.
- NWCG FFT2

4. Desired Certifications

- Current State of Oregon Paramedic certification.
- NIMS ICS 300, 400
- NFPA Instructor 1



- NWCG Task Force Leader/Strike Team Leader
- NFPA Officer 2 & 3
- NFPA Wildland Fire S190, S200, S205, S290, S330, S336, S339 and S390 courses.
- MFSA Awareness
- NFA Executive Fire Officer

Consideration given to combination of experience and training and ability to acquire necessary certifications in an acceptable time frame.

See job description for full position details and requirements.

RECRUITMENT AND HIRING TIMELINE

(Dates subject to change)

Recruitment Period Opens: : October 1, 2026

Recruitment Period Closes: November 16, 2026

Assessment Center (onsite)*: January 10-11, 2027

Tentative Start Date: March 1, 2027

****Candidates invited to the onsite assessment process will be eligible for travel and lodging reimbursement to a maximum of \$750.***

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
Clatskanie R.F.P.D – 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 **George Dunkel at gdunkel@sdao.com.**



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