

FIRE CHIEF

Vail Fire & Emergency Services

Annual Salary:

\$161,092 – \$241,638 DOE/DOQ

Vail, Colorado



Are you a collaborative, people-first fire service leader who can build strong teams, develop future leaders, and foster a culture of trust and accountability? If so, apply to be the Town of Vail's next Fire Chief!

We're looking for an exceptional, mission-driven leader who is:

- Experienced in developing and empowering command staff and future leaders
- Skilled in fostering a culture of accountability, trust and professional growth centered around a common purpose
- Committed to building a robust, operations-aligned training program

Vail - Your Favorite Mountain Town - read on to learn more about this opportunity!



ABOUT THE COMMUNITY

The Town of Vail is a world-renowned alpine community known for its exceptional quality of life, year-round recreation, and strong sense of community. Nestled in the Colorado Rockies, Vail offers unmatched access to outdoor activities, from skiing and snowboarding in the winter to hiking, biking, and fishing in the summer.

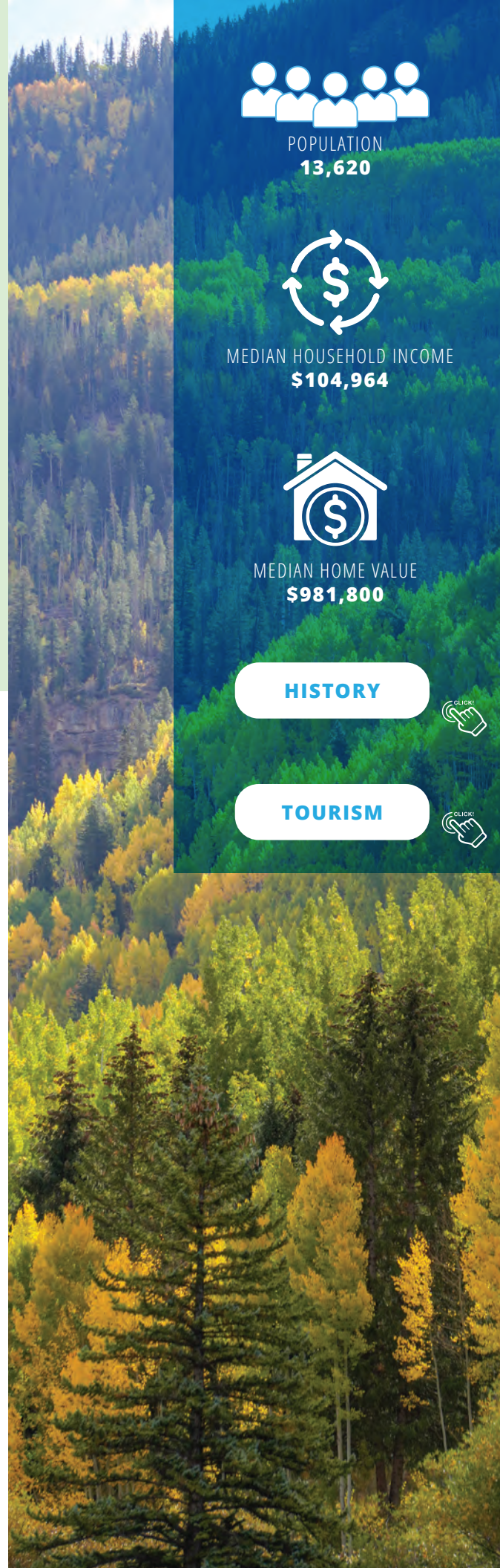
Residents enjoy a unique blend of small-town charm and world-class resort amenities, supported by a strong commitment to sustainability, environmental stewardship, and preservation of open space. The town prioritizes high-quality public services, including one of the largest free transit systems in the country, ensuring accessibility and connectivity throughout the community.

Historically developed as a premier ski destination, Vail has grown into a vibrant, year-round community with a focus on maintaining its natural beauty and welcoming atmosphere. Today, it continues to balance tourism with a high standard of living for residents.

GOVERNANCE & ORGANIZATION

The Town of Vail operates under a council-manager form of government, with a Town Council consisting of seven members elected at-large to staggered four and two-year terms. The Council appoints key leadership positions including the Town Manager, Town Attorney, and Municipal Judge.

The town provides a full range of services including: Public Safety (Fire & Police), Public Works & Transit, Community Development, Environmental Sustainability, Tourism/Economic Development, Public Library and more.



POPULATION
13,620



MEDIAN HOUSEHOLD INCOME
\$104,964



MEDIAN HOME VALUE
\$981,800

HISTORY



TOURISM





ABOUT THE JOB

The Vail Fire Department provides comprehensive all-hazards emergency response services, including fire suppression, emergency medical services, technical rescue, hazardous materials response, fire prevention, and public education. The department plays a critical role in both local response and regional mutual aid efforts.

Reporting to the Town Manager, the Fire Chief will:

- Lead and develop a high-performing command staff and succession pipeline
- Establish a robust, operations-aligned training and professional development program
- Foster a decentralized, mission-driven culture built on trust and accountability
- Strengthen relationships with town leadership, public safety partners, and the community
- Support emergency management efforts in collaboration with regional partners

DEPARTMENT INSIGHTS

- State of the art fire apparatus, including recent deliveries over the last 5 years of a new pumper, aerial truck and a type 3 and 6 brush truck
- Recently approved the hiring of an additional 2 full-time firefighters
- New regional county-wide collaboration for new Wildfire Module Team expanding regional wildfire personnel by 8 crew members

DEPARTMENT STRUCTURE

Divisions within the department:

- Operations
- Fire Prevention & Comm Risk Reduction
- Wildland Fire

ORGANIZATION QUICKFACTS



EMPLOYEES

43



BUDGET

\$10.3
MILLION

KEY PROJECTS FOR 2026

- Focus on cultivating a dept leadership philosophy that prioritizes developing our people
- Evaluation and alignment of command staff roles and organizational structure
- Establishment of a clear departmental mission, vision, and operational standards
- Partner organization-wide in development of a resiliency plan
- Strengthening town-wide emergency management coordination and culture

THE IDEAL CANDIDATE

The ideal candidate is a proven leader of people with deep fire service experience and a strong commitment to building a positive, high-performing culture. They bring a balanced background that includes operational credibility and strategic leadership, with the ability to empower teams while maintaining accountability.

This individual demonstrates exceptional communication skills, emotional intelligence, and a commitment to transparency and trust. They are visible, approachable, and engaged across all levels of the organization. The successful candidate values professional development, prioritizes succession planning, and fosters innovation without micromanagement. They understand how to align people, training, and resources to achieve organizational goals while maintaining a strong sense of purpose and mission.



EXPERIENCE & QUALIFICATIONS

Required:

- Bachelor's degree in Fire Administration, Public Administration, or related field
- Minimum of 10 years of fire service experience, including 3 years in a management or leadership role
- Strong command-level experience with demonstrated leadership capability

Preferred:

- Master's degree in Public Administration or related field
- Experience in fire prevention and wildland fire management
- Prior experience as a Fire Chief or senior command staff leader

SALARY & BENEFITS

- **Compensation:** \$161,092 – \$241,638 DOE/DOQ
- **Health Benefits:** Medical (UMR), Dental (Delta Dental), Vision (VSP), Life Insurance (NYL)
- **Paid Leave:** 4.2–6.2 weeks annually based on tenure
- **Retirement:** Empower plans including 401(a), 457(b), and Roth 457(b); Town contributes 11.15% first year and 16.15% thereafter
- **Additional Perks:** Vehicle provided or a \$6,000 allowance, Town-provided phone or stipend, \$1,000 lifestyle benefit, wellness incentives, fitness facilities, housing assistance, and education reimbursement



HOW TO APPLY

APPLY HERE



For more information on this position, contact:

Larry Gilley, Senior Vice President

larrygilley@governmentresource.com | 325-660-4208

Rudy Jackson, Senior Vice President

rudyjackson@governmentresource.com | 817-897-8080

The Town of Vail is an Equal Opportunity Employer and values diversity in its workforce. Applicants selected as finalists will be subject to a comprehensive background investigation.