

# FIRE CHIEF

Loveland Fire Rescue Authority  
(LFRA)

Annual Salary:  
\$237,000–\$257,000 DOE/DOQ

Loveland, Colorado



Are you a visionary fire service executive who can lead a complex combination fire authority, build trust among diverse stakeholders, and guide a high-performing organization through strategic challenges? If so, apply to become Loveland Fire Rescue Authority's next Fire Chief.

LFRA seeks an exceptional servant leader and transformational executive who is:

- Experienced in leading combination career and volunteer fire organizations
- Skilled in organizational culture development and stakeholder engagement
- Proven in strategic planning, fiscal management, and regional collaboration

**Commitment, Compassion, and Courage** — read on to learn more about this outstanding leadership opportunity.



# ABOUT THE COMMUNITY

Loveland, Colorado, is a vibrant and growing Front Range community known for its exceptional quality of life, strong sense of community, and breathtaking natural surroundings. Serving both the City of Loveland and the Loveland Rural Fire Protection District, LFRA protects a diverse service area that includes urban neighborhoods, suburban developments, and rural landscapes.

Located just south of Fort Collins and approximately one hour north of Denver, Loveland provides easy access to Rocky Mountain National Park, Estes Park, Boyd Lake, and countless outdoor recreation opportunities. Residents enjoy hiking, biking, fishing, boating, hunting, and year-round outdoor activities.

Loveland is nationally recognized for its thriving arts community, public sculpture program, galleries, and signature events such as the Sweetheart Festival, Valentine Re-mailing Program, and Art in the Park. The community combines small-town charm with a diverse economy supported by technology, manufacturing, healthcare, agriculture, and tourism.

Residents value strong schools, safe neighborhoods, civic engagement, and public safety services. The region's approximately 300 days of sunshine annually and low humidity contribute to an exceptional Colorado lifestyle.

# GOVERNANCE & ORGANIZATION

Loveland Fire Rescue Authority operates as a regional fire authority governed by a five-member Authority Board of Directors. Board members are appointed through the City of Loveland City Council and the Loveland Rural Fire Protection District governance structures. The Fire Chief reports directly to the Authority Board and oversees all Authority personnel and operations.

LFRA is an all-hazards department providing a full range of emergency and community risk reduction services, including:

- Fire Suppression (wildland-urban interface)
- Emergency Medical Services
- Community Risk Reduction and Fire Prevention
- Technical Rescue
- Hazardous Materials Response
- Emergency Management



POPULATION  
APPROXIMATELY 110,000



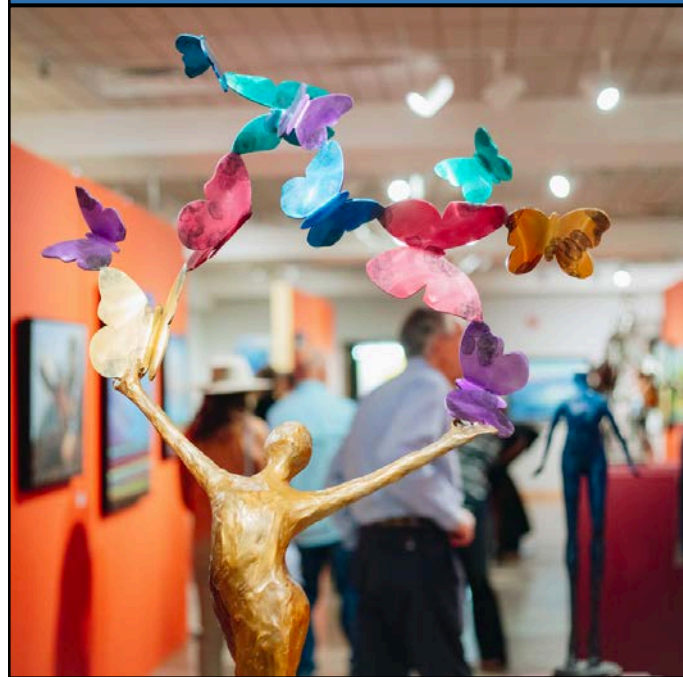
MEDIAN HOUSEHOLD INCOME:  
\$84,604



MEDIAN HOME VALUE: \$479,000  
AVERAGE MONTHLY RENT: \$1,730

[TOURISM](#)

[HISTORY](#)





## ABOUT THE JOB

Loveland Fire Rescue Authority is a progressive, all-hazards emergency services agency dedicated to protecting lives, property, and the natural environment. Our services include fire suppression, emergency medical response, technical rescue, hazardous materials response, emergency management, and community risk reduction.

Reporting directly to the Authority Board, the next Fire Chief will:

- Provide executive leadership for all Authority operations and personnel
- Build trust and strengthen relationships with the Authority Board, City Council, Rural District Board, labor groups, employees, and community
- Lead strategic planning, accreditation, and organizational performance initiatives
- Ensure responsible fiscal management and long-term financial sustainability
- Foster a culture of professionalism, accountability, communication, and continuous improvement

The successful candidate will guide the organization through key initiatives focused on organizational stabilization, relationship building, labor-management collaboration, and financial sustainability.

[FULL JOB DESCRIPTION](#)



## DEPARTMENT STRUCTURE

Divisions within the Authority:

- Operations
- Administration
- Risk Reduction & Readiness

## ORGANIZATION QUICKFACTS



EMPLOYEES

**131**

113 sworn, 16 civilian, 4 seasonal, plus up to 15 volunteer firefighters



BUDGET

**\$27.4**

MILLION

## KEY PROJECTS FOR 2026

- Continue organizational stabilization and build trust across the organization
- Strengthen working relationships with the Fire Authority Board, City Council, and Rural District Board
- Support maturation and implementation of the IAFF collective bargaining agreement
- Improve long-term financial sustainability and funding stability
- Enhance firefighter wellness, resiliency, and workforce development
- Preserve and improve apparatus, facilities, equipment, and operational resources

# THE IDEAL CANDIDATE

The ideal candidate is a servant leader who leads by example, embraces collaboration, and possesses a transformational leadership style. This executive will be highly visible throughout the organization and community, approachable, and committed to fostering a positive culture built on trust, accountability, professionalism, and teamwork. They will understand the unique dynamics of a combination fire department and be comfortable operating within a fire authority governance model that balances the interests of both municipal and rural stakeholders.

The successful candidate will bring strong financial and strategic planning expertise, exceptional communication skills, and the ability to build productive relationships with elected officials, Board members, labor representatives, community stakeholders, and personnel. Experience leading organizational change, accreditation initiatives, and complex public-sector operations will position the next Fire Chief for success. The Fire Chief must reside within the LFRA primary response area unless otherwise mutually agreed upon by the Fire Chief and the Authority Board.



## EXPERIENCE & QUALIFICATIONS

### Required:

- Bachelor's degree in Fire Science, Fire Management, Public Administration, or closely related field; equivalent combinations of education and experience may substitute on a year-for-year basis
- Ten (10) years of progressively responsible fire service command and supervisory experience
- Minimum five (5) years in a chief officer level or executive role
- State or national fire officer certifications
- NIMS ICS 100, 200, 300, 400, and 700 certifications
- Valid driver's license with safe driving record

### Preferred:

- Experience in a unionized environment and collective bargaining
- Demonstrated experience managing a combination of career and volunteer personnel
- CFAI accreditation leadership experience
- National Fire Academy Executive Fire Officer (EFO) Program graduate or enrolled
- Chief Fire Officer Designation (CFOD)
- NIMS ICS 800, G-402, and G-191 certifications
- Experience working within a fire authority governance model

# SALARY & BENEFITS

## Compensation:

- \$237,000–\$257,000 DOE/DOQ

## Health Benefits:

- Three medical plan options, dental, and vision insurance

## Paid Leave:

- Vacation, medical leave, and paid holidays

## Retirement:

- Mandatory 401(a) with 10% employee and 10% employer contribution
- Voluntary 457 plan with up to 5% employer match (contributed to the employee's 401[a])

## Additional Benefits:

- Take-home vehicle
- Provided cell phone and laptop
- Access to Employee Health Center (for enrolled employees)
- Annual physical and medical evaluations
- Access to station fitness facilities

## Professional Development:

- Training, conferences, and executive leadership development

[2026 EMPLOYEE BENEFITS GUIDE](#)



# HOW TO APPLY

[APPLY HERE](#)



For more information on this position, contact:

**Rudy Jackson, Senior Vice President**

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Loveland Fire Rescue Authority is an Equal Opportunity Employer. Finalists will be subject to a comprehensive background investigation and selection process. All records submitted on behalf of an applicant who becomes a finalist shall be available for public inspection or copying, except for letters of reference and medical, psychological, and sociological data concerning them.