



Director of Emergency Services/ Fire Chief

Penetanguishene, a town in [Simcoe County](#) is a waterfront community located on the southeasterly tip of [Georgian Bay](#). Home to over 10,000 permanent residents with a seasonal population increase, the Town of Penetanguishene is seen as both a destination and a starting point. Respectful of its history and natural environment, it offers a rich culture, active lifestyle, well-planned growth, affordable housing, healthcare, employment opportunities and a wonderful opportunity to live one's dream. Big-city amenities such as shopping, education and a large hospital are a short distance away.

The Town provides its residents and businesses with high quality services and sustainable infrastructure in a financially responsible manner, fostering an engaged community and a diversified economy, while preserving its distinct heritage and natural environment.

Our fire department has recently moved from a shared services model with a neighbouring community to a stand-alone function. As a result, we are recruiting for a new Director of Emergency Services/Fire Chief who can embrace the transition and pave the way forward to ensure exceptional services supported by a committed volunteer team.

Inspire Our Future

As the ideal candidate and our new **Director of Emergency Services/ Fire Chief**, you are an inspiring, community focused leader with a track record of leadership in progressive environments while achieving goals. In addition, you are known for your exceptional communications skills, your collaborative nature and commitment to building highly effective staff teams, while ensuring service excellence and fiscal accountability.

Reporting to the Chief Administrative Officer, the Director of Emergency Services/ Fire Chief, as a key member of the senior management team, is responsible for department administration functions, operations, and emergency management, liaison and partnerships.

On a more detailed level, accountabilities include general and financial management of the Fire Department including planning, coordinating and directing all fire suppression, related emergency services, and fire prevention operations and programs; internal and external/reporting/investigation and attending /commanding at major incidents; staff supervision, development and training; policy and standards recommendations; overseeing the procurement of equipment/apparatus; budget preparation and administration; and for departmental staff management and supervision.

As the Community Emergency Management Coordinator, accountabilities will include overseeing emergency response/ communications, developing the Emergency Plan, leading the town's Emergency Control Group; liaison with the County of Simcoe Fire Coordinator, OPP, Ontario Fire Marshal and/or the Provincial Emergency Operations Centre as required.

Ideal Professional Qualifications

- **Management:** Excellent management and organizational leadership skills; at least eight to 10 years of progressively responsible leadership experience (ideally as a Chief or Deputy) in fire and emergency management services.
- **Business Operations:** Demonstrated experience and knowledge in all areas of fire services and emergency management, including fire prevention, fire suppression, incident management, investigations, code enforcement, public education, communications, emergency response, emergency planning and management, legislation and administration.

- **Resource Management:** Ability to develop and manage strategic plans and business plans, prudently manage resources, develop and manage operational and capital budgets in a fiscally accountable fashion.
- **Strategic Acumen:** Ability to act strategically and analyze complex fire and emergency response issues and problems and evaluate alternative solutions and develop sound conclusions, recommendations and courses of action.
- **People Leadership:** Experience and ability to provide exceptional leadership to staff (ideally in a volunteer environment), to be proactive and build enthusiastic, high performing staff teams; knowledge of related labour legislation, labour relations and negotiations is an asset.
- **Relationship Management:** Ability to work with staff at all levels across the organization, including Council, CAO, community, and neighbouring municipalities.
- **Communications:** Excellent verbal, written, report writing and presentation skills; ability to communicate effectively and address concerns with tact and diplomacy with a range of audiences; exceptional interpersonal skills and political acuity. French language skills are an asset.
- **Education:** A diploma in Public Administration, Fire Service Management or Life Safety Studies with a preference for a degree. Candidates with an equivalent level of experience and related certifications will be considered.
- **Fire Service Legislation and Policies:** Excellent knowledge of fire related legislation including Fire Code, the Fire Protection and Prevention Act, the Emergency Management and Civil Protection Act, and related policies, procedures & best practices.
- **Certifications:** Ideal is a broad range of National Fire Protection Association (NFPA) certifications aligned with the role of a Fire Chief. Minimum certifications include NFPA 1021, 1031, 1035, 1001 and 1521. A certified Community Emergency Management Coordinator (CEMC) designation or willingness to obtain within the first year of employment is required.

Key Benefits of working at the Town of Penetanguishene

The Town of Penetanguishene offers a competitive salary range of \$130,527 - \$152,698 (2025 rates) and comprehensive benefits package. In addition, we have a reasonable cost of housing, access to healthcare and a hospital in our community, education, recreation, and cultural activities in a vibrant setting with nearby waterfront amenities.

How to Apply

To explore this opportunity please apply via email **by December 23, 2025** to careers@waterhousesearch.net quoting project **TP-FC**. Should you wish to speak to our Executive Recruiter or to receive a detailed position description please contact Tim Lukasevich at 416-214-9299 x8, tim@waterhousesearch.net or Jon Stungevicius at 416-214-9299 x1, jon@waterhousesearch.net.

Waterhouse Executive Search and the Town of Penetanguishene is committed to an inclusive, barrier free environment. Accommodation will be provided in all steps of the hiring process. Please advise the recruiter if you require any accommodations to ensure that you can participate fully and equally during the recruitment and selection process.

We thank all applicants for their interest, however, only those selected for an interview will be contacted. In accordance with the *Municipal Freedom of Information and Protection of Privacy Act*, personal information collected will only be used for candidate selection.