



EMPLOYMENT OPPORTUNITY

OUR MISSION

To strive for excellence by displaying the highest level of integrity and dedication towards the residents of the City of Bathurst and its stakeholders while demonstrating resourcefulness that allows for respect, creativity, and innovation.

The City of Bathurst is now accepting applications for the following position:

DEPUTY FIRE CHIEF - OPERATIONS

Competition # 2025-MGR-E-24

POSITION SUMMARY:

Under the direction and guidance of the Fire Chief, the Deputy Fire Chief - Operations ensures the department operates in compliance with federal, provincial, and municipal legislation, while maintaining a strong focus on firefighter safety, community risk reduction, personnel development, and continuous improvement. This position plays a critical role in strategic direction, operational management, and administrative oversight of all fire containment, emergency medical response, technical rescue, hazardous materials response, fire prevention, public education, and emergency preparedness programs across the municipality or the Chaleur region.

ESSENTIAL QUALIFICATIONS:

- Bachelor's degree in Fire Science, Public Administration, Emergency Management, Business Administration or a related field from a recognized institution.
- Completion of a provincial or municipal Firefighter Training Program (as authorized by the Department of Post-Secondary Education, Training and Labour).
- Completion of Incident Command System (ICS) courses: ICS 100, 200 and 300, required for Emergency Measure Operations (EMO);
- Minimum of ten (10) years of experience as a full-time Firefighter.
- Ability to develop solutions to complex problems and implement data-driven Management approaches;
- Incident Command training and experience. Completion of Incident Command System courses: ICS 100, 200 and 300, required for Emergency Measure Operations;
- Strong leadership, interpersonal relations, planning, critical thinking and problem solving skills;
- Strong conflict resolution skills with proven experience resolving complex and sensitive issues in a unionized environment;
- Ability to communicate fluently in both official languages (oral and written, in English and French) is required;
- Local assistant designation by the Fire Marshal's office is required;
- Fire Inspector 1 "NFPA 1031", "2014" certification is considered an asset;
- Experience in working with both volunteer firefighters and career firefighters considered an asset.

The City of Bathurst offers a competitive salary package with great benefits, which include:

- A complete range of employee benefits (health, dental, life insurance, long-term disability insurance);
- Pension plan;
- Competitive vacation and leave benefits;
- Enhanced opportunities for professional development.

Applicants must clearly demonstrate the essential qualifications to be given further consideration.

The City of Bathurst supports and encourages diversity, equity, and inclusion by providing a welcoming and respectful workplace for all.

If you would like to join our team, we invite you to submit your cover letter and resume on or before Friday November 7, 2025 to:

Human Resources Department
150 St. George Street
Bathurst NB
E2A 1B5
Fax: (506) 548-0093
E-mail: jobs@bathurst.ca

The City of Bathurst thanks all those who apply, however, only those selected for an interview will be contacted.
Your resume will be kept on file for a period of 6 months for future considerations.