



FIRE CHIEF

\$130,000 – 140,000

Plus Excellent Benefits

Apply by August 14, 2026

THE OPPORTUNITY

Chelan County Fire District #3 is seeking a Fire Chief to lead a small combination fire district serving Leavenworth, Washington and the surrounding area. This position will require a hands-on leadership style and experience balancing career and volunteer staff. Our area has unique challenges as a tourist destination along with a high wildland urban interface fire danger. If you are looking for a position to have a lasting impact on a fire district and its community, this position will offer that experience.

THE DISTRICT

Chelan County Fire District #3 is a full-service organization that includes the City of Leavenworth. As a small combination department, the district serves approximately 5,000 residents and 3.4 million visitors annually within its 25 square mile boundary and an 80 square mile response area. The district has one staffed station and one volunteer station. The district operates on a 2026 budget of \$1.7 million with 8.5 FTEs including the Fire Chief, District Secretary, Deputy Chief, 2 Captains and 3 Firefighters. The district has good labor relations with its newly formed IAFF union and an active 501c3 volunteer association. On average, the district responds to approximately 800 calls per year. The District provides backup ambulance service for Cascade Medical Center and responds to all life-threatening medical emergencies within its boundaries. The District also operates a snowmobile

rescue program, swift-water rescue program and provides extrication services to the Blewett Pass area.

THE COMMUNITY

Located on the Eastern slopes of the Central Cascades mountains, Chelan County Fire District# 3 is a vacation and recreation destination. The City of Leavenworth and its Bavarian theme attract millions of visitors per year who are eager to experience seasonal festivals and world class outdoor adventures. Known as “Christmas Town USA”, the city hosts a multitude of various types of events, including Leavenworth Summer Theater, Oktoberfest, Mai Fest and Village of Lights. For outdoor enthusiasts, the famous Alpine Lakes Wilderness, an 18-hole golf course, the Wenatchee River, 26 kilometers of cross-country skiing and mountain bike trails provide ample opportunities to get outside.

THE POSITION

Appointed and supervised by the CCFD3 Board of Commissioners, the Fire Chief is a key member of the District’s leadership team and is responsible for the management and administration of the Fire Department.

The Chief is responsible for developing programs and budgets based on analysis of the District's needs, identified risks, workload and staffing, as well as other economic and regulatory issues. The Fire Chief oversees department operations, administers disciplinary actions and ensures proper skills training within the department. The Fire Chief responds to major emergencies and must be prepared to take on the role of Incident Commander and/or participate in other aspects of the incident response.



EDUCATION AND EXPERIENCE

- An AA or bachelor's degree in Fire Science or related field is preferred but not required.

- Candidates must have extensive wildfire and wildland urban interface experience and experience working with incident management teams.
- EMT certification and previous experience is preferred but not required.
- Candidates must have extensive knowledge of fire and emergency medical services along with strong skills and understanding of leadership, management and supervisory principles.
- Competitive candidates will also have an ongoing record of training and professional development and will demonstrate a commitment to a strong department training program.
- Any combination of education and experience may be substituted as long as it provides the desired skills, knowledge and abilities to perform the essential functions of the job.

THE IDEAL CANDIDATE

- The ideal candidate will:
 - Have experience in a combination fire department, a strong operational background in wildland firefighting, experience in the collective bargaining process, and the confidence and ability to build strong relationships inside and outside the agency.
 - Have the ability and proven track record in developing subordinate personnel.
 - Be a strong advocate for the fire district and will have the political acumen required to constantly balance the needs of the firefighters, staff and the community.
 - Have exceptional oral and written communication skills, demonstrated through active listening, careful consideration of information, and knowing when taking action is appropriate. The new Fire Chief will be transparent and will see the value of getting to know the staff by spending time with them and being open minded about new ideas or innovations.
 - Be fiscally responsible, be an advocate for accountability of community assets and work closely with the Board to advocate for a level of service that meets the needs of the community and within the District's authorized budget.
 - See regional partnerships as a benefit to CCFD3 and the community and will work to enhance the same on a continuous basis.
 - Five or more years as a Chief Officer.

COMPENSATION AND BENEFITS

- 130,000 – 140,000 DOQ
- Excellent Medical, Dental, Vision & 50k Life
- VEBA employer contribution
- Washington State LEOFF Retirement
- Deferred Compensation Contribution
- 11 Annual Paid Holidays
- 15 Days of Vacation (Negotiable)

HOW TO APPLY

- Visit Chelanfd3.org and select “Fire Chief Position”. Click on the Application form. Prepare the following to submit:
 - Completed Application form with answers to the Supplemental Questions
 - Letter of introduction
 - Resume
 - Submit application materials to: Chief Kelly O’Brien
 - Via Email: Chief3@chelanfd3.org
 - Mail: 228 Chumstick Hwy, Leavenworth, WA 98826
 - Drop off: Station 31 228 Chumstick Hwy, Leavenworth, WA 98826
 - Closing Date: **August 14, 2026**

