



PAE
PAINE FIELD AIRPORT
SNOHOMISH COUNTY



ASSISTANT FIRE CHIEF

\$121,758 - \$155,398

Open Until Filled – Applications Reviewed as Submitted

PROTHMAN



THE COMMUNITY



Set between Puget Sound and the Cascade Mountains, Paine Field offers a distinctive combination of regional access, waterfront living, and year-round recreation. Located in the Everett–

Mukilteo area of southern Snohomish County, approximately 30 miles north of downtown Seattle, the airport connects easily to the cultural, employment, and transportation resources of the greater Seattle region while remaining close to mountains, shorelines, and vibrant local communities.

Snohomish County, with an estimated population of 873,800 in 2025, is one of Washington's most dynamic and desirable regions. Its largest city, Everett, is home to approximately 114,700 residents and occupies a scenic setting between Port Gardner Bay and the Snohomish River. The city's historic downtown features a growing mix of arts, music, dining, and entertainment, while the waterfront is anchored by Naval Station Everett and the Port of Everett. Everett also serves as a regional center for higher education, healthcare, commerce, and culture, with institutions including Everett Community College and Washington State University Everett.

Just west of Paine Field, Mukilteo offers a quieter waterfront character. Home to approximately 21,600 residents, the community is known for its Puget Sound shoreline, established neighborhoods, and sweeping views of the Olympic and Cascade mountains. Its location provides convenient access to the airport, major employment centers, and transportation connections throughout the region.

Together, Everett, Mukilteo, and the surrounding communities offer an exceptional Pacific Northwest lifestyle. Residents can spend the morning hiking, skiing, or cycling; enjoy boating, fishing, or shoreline parks in the afternoon; and take in dining, live music, arts, or professional and minor-league sports in the evening. Few regions provide such immediate access to both urban amenities and the outdoors, all within an easy drive from Paine Field.

THE COUNTY & AIRPORT

Seattle Paine Field International Airport is owned and operated by Snohomish County and functions as a county department, with airport employees serving as County employees. The airport traces its history to 1936, when it was constructed as a Works Progress project intended to support employment and economic development. The Airport later served as a military installation before returning to county control and becoming a center for aerospace manufacturing, general aviation, aircraft maintenance, flight training, and commercial passenger service. The Airport continuously receives awards for service, and was recently named Best Regional Airport in the 2026 Best of the Northwest Travel & Life Awards.



The airport is home to more than 600 aircraft ranging from recreational aircraft and corporate jets to vintage warbirds and newly manufactured Boeing aircraft. The Airport's privately operated passenger terminal provides commercial service to destinations in the western United States, while its tenants include aviation, aerospace, manufacturing, educational, tourism, and service organizations.

The airfield has two north-south runways. The 9,010-foot primary runway serves jet and large-aircraft operations and includes a precision instrument landing system. A second 3,004-foot runway primarily serves general aviation activity. Paine Field maintains full Federal Aviation Regulation Part 139 certification and facilities capable of supporting aircraft as large as the Boeing 747.

Paine Field employs 104 FTEs, supplemented by seasonal employees, and operates with an annual budget of approximately \$40 million. The airport is undertaking a substantial capital program that includes reconstruction of its primary runway.

THE FIRE DEPARTMENT

The Paine Field Airport Fire Department provides continuous Aircraft Rescue and Firefighting, structural fire suppression, emergency medical response, hazardous materials response, water rescue, fire prevention, inspections, and community safety services. Its ARFF responsibilities include aircraft incidents occurring on airport property and within a five-mile radius of the airport. Paramedic-level services are available through mutual-aid partners, and most department firefighters are also certified for wildland fire response.

The department is staffed by 22 full-time firefighters, including 20 operations shift firefighters and two firefighter/mechanics, supported by one Fire Department Administrative Coordinator. Operating from Station 26, a single continuously staffed station on the airport's south ramp, the department responded to 559 fire, ARFF, motor vehicle collision, and medical incidents during 2025.

The department's training facilities include a dedicated training wall, a 900-foot training deck, rescue anchors, integrated firefighting infrastructure, an HRET training prop, and a recently acquired Boeing 727-100 aircraft for practical, scenario-based training. Assigned apparatus includes Engine 26, multiple Rosenbauer Panther ARFF vehicles, a mass-casualty incident support unit, and command vehicles for the Airport Fire Chief and Assistant Fire Chief.

Paine Field maintains automatic-aid relationships with the Everett Fire Department, Mukilteo Fire Department, South County Fire, Snohomish Regional Fire & Rescue, and the Boeing Everett Fire Department. These agencies participate in quarterly airside drills that strengthen operational familiarity, communications, and readiness for incidents involving airport facilities and aircraft.



THE POSITION

Reporting to the Airport Fire Chief, the Assistant Fire Chief serves as the department's second-in-command and acts for the Chief when delegated or during the Chief's absence. This position assists in planning, developing, and administering the airport's fire and security programs and provides leadership for emergency response, personnel management, training, regulatory compliance, and relationships with airport tenants and partner agencies. The Assistant Chief performs the work with considerable independence and is accountable for operational results, service quality, and readiness of department personnel and equipment.

The Assistant Chief helps establish departmental priorities, organize and coordinate daily operations, prepare schedules, assign work, and supervise and evaluate employees. The position recommends personnel actions, supports the County's employment and diversity programs, and works with Human Resources, labor representatives, and other stakeholders on workforce matters. A central responsibility will be creating clear expectations, reinforcing accountability, and supporting employees in maintaining a high level of professional and operational performance.

The position assists the Airport Fire Chief in interpreting and enforcing federal, state, county, airport, and FAA regulations, including FAR Part 139 ARFF compliance, and contributes to the department's budget, capital improvement planning, and annual goals. The Assistant Chief represents Paine Field and Snohomish County in public, governmental, and professional settings and maintains working relationships with fire departments, law enforcement agencies, the Snohomish County Sheriff's Office, airport leadership and tenants, the Department of Emergency Management, fire academies, and other partners.

During fire, aircraft, rescue, and other emergency incidents, the Assistant Chief may assume command or delegate command, direct personnel and equipment deployment, and work within Unified Command. The position must remain composed and decisive in rapidly changing situations and be available for emergency response around the clock while in the local area.

To view the full job description, please see the attachment provided [here](#).

OPPORTUNITIES AND PRIORITIES

The Department Leadership and Operational Alignment: As the Fire Department's second-in-command, the Assistant Chief will help translate departmental goals into consistent daily practices. The position will work with the Airport Fire Chief and employees to clarify expectations, coordinate schedules and work priorities, strengthen communication, and ensure that policies and standard operating procedures are understood and applied throughout the department.

ARFF Readiness and Regulatory Compliance: Paine Field's aviation environment requires continuous attention to Part 139 requirements, airport certification standards, emergency planning, equipment readiness, and changes in aircraft rescue and firefighting practices. The Assistant Chief will help maintain the Airport Certification Manual and Airport Emergency Plan, assess deployment capabilities, and ensure that personnel remain prepared for aircraft, structural, medical, hazardous materials, and rescue incidents.

Training and Workforce Development: The department has specialized training infrastructure, including an HRET prop and a Boeing 727-100 aircraft that can support practical airfield and aircraft-response exercises. The Assistant Chief will have an important role in developing training materials, coordinating drills, strengthening command and technical competencies, and supporting employees as they pursue advanced certifications and professional growth.



Interagency Coordination: Paine Field relies on established automatic-aid agreements and close relationships with neighboring fire departments, Boeing's fire organization, law enforcement, emergency management, and other public-safety partners. The Assistant Chief will help sustain these relationships, coordinate quarterly airside drills, maintain mutual-aid agreements, and ensure that participating agencies understand airport access, hazards, communications, and command expectations.

Airport Capital Program and Continued Development: The airport is moving forward with a substantial capital program that includes reconstruction of its primary runway and future annual capital budgets expected to exceed \$50 million. The Assistant Chief will help ensure that fire protection, emergency access, operational continuity, apparatus deployment, and regulatory requirements are considered as airport projects are planned and delivered.

THE IDEAL CANDIDATE

The ideal candidate will bring credible chief of-ficer experience in both ARFF and structural fire-fighting environments and will understand the operational discipline required at a federally certificated airport. This individual will be comfortable moving between emergency command, employee supervision, regulatory administration, budgeting, training, and long-term program development. In addition, the ideal candidate will:

- Establish clear expectations, communicate openly, and follow through on commitments.
- Be visible and accessible to department personnel while respecting the chain of command and the experience of employees throughout the organization.
- Evaluate performance fairly, address concerns directly, and support professional development.
- Assess complex situations quickly and make sound decisions under pressure, maintaining a calm and measured approach.
- Communicate clearly with firefighters, airport personnel, elected and appointed officials, partner agencies, tenants, and members of the public.
- Strengthen coordination with neighboring fire and law enforcement agencies and participate actively in regional training and planning.
- Represent Paine Field professionally in operational, governmental, and industry settings.
- Combine operational credibility with an interest in improving systems, and be willing to examine established practices.
- Involve employees in developing workable solutions and help implement procedures that improve consistency, safety, preparedness, and accountability.



EDUCATION & EXPERIENCE

A bachelor's degree in Fire Science, Emergency Services Management, Public Administration, or a closely related field is required, together with IFSAC, ProBoard, or Department of Defense equivalent certification as a Fire Officer III and at least two years of experience serving as a chief officer in a FAR Part 139 Aircraft Rescue and Fire-fighting and structural fire department.

An equivalent combination of education, training, certification, and progressively responsible experience that provides the required knowledge and abilities may be considered. Candidates must successfully complete applicable job-related testing.

One or more of the following professional certifications is preferred:

- Fire Officer IV
- Fire Instructor III
- Fire Inspector III
- Firefighter I and II
- Aircraft Rescue Fire Fighter
- Hazardous Materials Incident Commander

Certifications should be issued by ProBoard, IFSAC, or an accepted equivalent accrediting body, as applicable.

COMPENSATION & BENEFITS

- **\$121,758 - \$155,398 DOQ**
- Enrollment in the Washington State Law Enforcement Officers' and Fire Fighters' Retirement System Plan 2 (LEOFF 2).
- Medical insurance, with dental and vision premiums paid in full by the County.
- Basic group life and AD&D insurance, and long-term disability insurance.
- Paid leave and holidays.
- Access to a County vehicle in accordance with County policies and operational requirements.
- Professional training and development opportunities.
- Additional benefits include an Employee Assistance Program, employee wellness resources, commuting benefits, voluntary 457(b) deferred compensation, flexible spending accounts, and optional supplemental life, AD&D, and individual insurance coverage.



For more information on Paine Field Airport, please visit:

www.paineairport.com

Paine Field Airport is an Equal Opportunity Employer. This position is **open until filled**. Applications will be reviewed as they are submitted. To **apply online**, go to **www.prothman.com** and click on "**Open Recruitments**", select "**Paine Field Airport, WA – Assistant Fire Chief**", and click "**Apply Online**", or click [here](#). Photos on page 2, page 3, page 4 (top right) and page 5 (bottom left) courtesy of Paine Field; photography by Baqir Al-Bahathly.



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