



WASHINGTON

ASSISTANT FIRE CHIEF OF RISK REDUCTION, INSPECTIONS, AND INVESTIGATIONS

\$183,712 - \$198,856 DOQ

Plus Excellent Benefits

Apply by
October 4, 2026
(First Review. Open Until Filled)

PROTHMAN



THE REGION



Named as one of the Best Places to Live in America by Outside Magazine, Spokane, Washington is the second-largest city in Washington state, home to approximately

210,000 residents. Located in the eastern portion of the state, approximately 20 miles from the Washington-Idaho border, the Spokane MSA has a population of over 670,000. The city's nickname is the Lilac City and claims to fame include being the birthplace of the Father's Day holiday, the hometown of Bing Crosby, and the host of the 1974's World's Fair.

Spokane is a major commercial, industrial, educational and transportation hub for an approximately 80,000 square mile area encompassing three states and two provinces. The regional economy is well-rounded and diversified, with a strong emphasis in manufacturing, logistics, aero-space, life sciences, education and research, agri-business and professional services. The region also has a rich military history dating back to pre-World War I regiments and is home to Fairchild Air Force Base, who has one of the largest fleets of tanker aircraft in the country.



Spokane boasts a diverse cultural landscape deeply connected to its indigenous communities, particularly the Spokane Tribe of Indians. The city acknowledges and respects the ancestral lands, hosting events like the Gathering at the Falls Powwow to celebrate indigenous traditions. Beyond indigenous cultures, Spokane embraces multiculturalism, welcoming residents from various backgrounds. The city fosters inclusivity through festivals, cultural celebrations, and community initiatives, promoting unity and mutual understanding among its diverse population. Spokane is committed to creating an environment where people from all walks of life can thrive, contribute, and collectively shape the city's vibrant cultural identity. The Kalispel Tribe of Indians also owns land within Spokane County Fire District 9, representing another important Tribal presence within the region.

Recreation abounds in Spokane County with prevalent opportunities for fishing, hiking, camping, golfing, skiing and more. There are more than 76 lakes within a one-hour drive of Spokane with more than seven championship public golf courses.

The area enjoys over 130 local parks including Riverside State Park, a 14,000-acre park along the Spokane and Little Spokane rivers that offers camping, picnicking, swimming, fishing and boating, and Manito Park, a 90-acre park with spacious manicured lawns, playgrounds, walking and biking paths, flowers, topiary shrubs, a greenhouse conservatory and multiple picturesque gardens. In the winter, excellent skiing is available at five nearby mountain resorts.

Higher education is well represented in the Spokane region by Gonzaga University, Eastern Washington University, Washington State University, Whitworth University, and the Community Colleges of Spokane.

THE ORGANIZATION

Spokane County Fire District #9 (Fire 9) is an all-hazards agency providing fire suppression, BLS and ALS Fire-Based Transport, technical rescue, hazardous material response, and risk reduction, fire prevention, and investigation services. Fire 9 services an area of approximately 122 square miles with a population of about 55,000 and responded to over 8,800 incidents in 2025. The areas served by Fire 9 include urban, suburban, rural, and wildland urban interface environments.

Fire 9 is a combination department that operates on a budget of \$26,000,000 with 99 Career personnel and 30 volunteers. The District is governed by three Fire Commissioners who serve staggered 6-year terms. Service is provided from 5 fire stations staffed by career personnel 24 hours a day, as well as 4 community-based volunteer fire stations. The department is organized into several divisions, which include Emergency Medical Services, Operations, Administration/Human Resources, Prevention/Code Management, Fleet and Facilities, and Wildfire/Fuels.

Fire 9 shares boundaries and responds via automatic aid agreements with the City of Spokane Fire Department, Spokane Valley Fire Department, and Spokane County Fire Districts 4 and 10. Mutual Aid Agreements are in place with all fire service agencies within Spokane County and Stevens County Fire District #1. A Forest Land Response Agreement is also in place with the Washington State Department of Natural Resources.



THE POSITION

The Assistant Fire Chief of Risk Reduction, Inspections, and Investigations provides strategic leadership for programs that protect the community before emergencies occur and help the District learn from those that do. This position oversees and advances community risk reduction, fire prevention and inspection programs, development review, fire plans review, and fire investigation, including the determination of origin and cause.

The Assistant Chief works closely with District leadership and personnel, partner agencies, planners, developers, engineers, architects, businesses, and community stakeholders. As a member of the District's leadership team, the position helps shape organizational strategy, strengthen programs and practices, manage complex projects, and support the District as it responds to continued urban and suburban growth.

The Assistant Chief also leads, develops, and supports assigned personnel, helping establish clear expectations, accountability, professional development, and succession planning. This position will participate in a weekly rotation as the Administrative Chief on-duty.

OPPORTUNITIES & PRIORITIES

Advance Community Risk Reduction: Spokane County Fire District 9 serves a community experiencing continued urban and suburban growth. The Assistant Chief will help shape the District's approach to community risk reduction by identifying emerging hazards, developing mitigation strategies, and using data and measurable outcomes to evaluate program effectiveness.

Support Growth and Development: As the community evolves, so must the District's approach to fire prevention and development. The Assistant Chief will work collaboratively with planners, developers, engineers, architects, and partner agencies to address fire protection and life safety requirements associated with increasingly complex commercial, industrial, multifamily, single family, and other development projects, including issues facing development in the urban interface.

Strengthen Prevention, Inspection, and Investigation Programs: The Assistant Chief will help establish the next generation of fire prevention, inspection, and investigation strategies. This includes evaluating existing practices, identifying opportunities for improvement, and ensuring the District is positioned to address complex fire protection, life safety, and investigation needs.

Develop and Support District Personnel: The Assistant Chief will continue to develop a high-performing team by establishing clear expectations, providing meaningful feedback, coaching and mentoring, addressing performance concerns, and creating opportunities for professional development and succession planning.

Lead Through Organizational Growth and Change: The District is undergoing growth and progressive change, with significant investments in its people, organization, and the next chapter of Fire District 9. The Assistant Chief will be a team member that will manage that change thoughtfully, strengthen organizational performance, and maintain employee engagement, trust, and cohesion as the District continues to evolve.

Strengthen Partnerships and Community Relationships: The Assistant Chief will build and maintain productive relationships throughout the District and community, strengthening collaboration with regional partners, businesses, development professionals, public agencies, and community members in support of fire and life safety.

THE IDEAL CANDIDATE

Spokane County Fire District 9 is seeking a complete fire service leader who can bring together technical expertise, organizational leadership, and a strong commitment to people and community. The ideal candidate will be a strategic thinker who understands the relationship between fire service operations, prevention, development, community growth, and organizational performance. The successful candidate will be an exceptional people leader who establishes clear expectations, develops talent, promotes accountability, and creates an environment where employees can perform at a high level.

The ideal candidate will lead with integrity, transparency, communication, accountability, and respect. This person will demonstrate emotional intelligence, adaptability, initiative, and the ability to maintain trust and organizational cohesion through change. A collaborative leadership style and willingness to listen, build relationships, and work across disciplines will be essential.

The successful candidate will also be an effective and credible communicator who can represent the District well with employees, elected officials, partner agencies, development professionals, businesses, and the community. The ideal candidate will be energized by complex challenges and the opportunity to help shape the future of the District.



EDUCATION AND EXPERIENCE

An associate's degree from an accredited college or university in Fire Science, Fire Administration, Emergency Management, Public Administration, Fire Protection Engineering, or a closely related field is preferred. Equivalent combinations of education and experience may be considered.

Candidates should possess progressively responsible fire service experience, including significant experience in fire prevention, community risk reduction, fire investigation, fire code enforcement, or a related discipline. Demonstrated experience leading or managing fire prevention, risk reduction, or investigation programs within a fire service organization is expected, along with progressively responsible experience leading and managing personnel.

Candidates should also possess significant experience conducting or overseeing origin-and-cause fire investigations and fire plans review, including complex commercial, industrial, multifamily, and development projects.

Highly competitive candidates will possess a bachelor's degree in Fire Administration, Public Administration, Emergency Management, Fire Protection Engineering, Organizational Leadership, or a related field, along with executive-level fire service leadership experience, preferably at the Battalion Chief, Division Chief, Assistant Chief, or equivalent level.

Additional preferred qualifications include advanced experience with comprehensive Community Risk Reduction programs; complex fatality, incendiary, large-loss, commercial, industrial, or technically challenging fire investigations; complex fire protection and life safety plan review; or fire protection engineering principles and performance-based design.

NFPA Certified Fire Investigator (CFI), International Association of Arson Investigators Certified Fire Investigator (IAAI-CFI), National Wildland Fire Coordinating Group (NWCG) Certified Fire Investigator (INVF), including foundational courses like FI-210 (Wildland Fire Origin and Cause Determination) and FI-310 (Wildland Fire Investigation: Case Development), an equivalent nationally recognized credential, or a Fire Protection Engineer (PE) license is also desirable.

Necessary Knowledge, Skills, and Abilities:

- Thorough knowledge of community risk reduction, fire prevention and inspection principles, fire investigation, and fire code enforcement.
- Advanced knowledge of applicable International Fire Code provisions, NFPA codes and standards, Washington State fire and building regulations, and related requirements.
- Strong knowledge of fire protection and life safety systems, including automatic sprinkler systems, fire alarms, standpipes, smoke control, special hazards, emergency power, hazardous materials, and other complex systems.
- Ability to establish effective working relationships with elected officials, executive leadership, fire service personnel, developers, engineers, architects, businesses, partner agencies, and community members.
- Ability to lead and manage multidisciplinary personnel, establish accountability, coach and mentor employees, resolve conflict, address performance issues, and support employee development and succession planning.



- Ability to analyze community risk, identify emerging hazards, develop mitigation strategies, and use data, predictive analysis, GIS, risk modeling, and measurable outcomes to support effective prevention strategies.
- Knowledge of building and development processes and the ability to review complex commercial, industrial, multifamily, and development-related fire protection and life safety plans.
- Knowledge of fire investigation principles and practices, including NFPA 921 and NFPA 1033, and the ability to conduct or oversee complex origin-and-cause investigations.
- Knowledge of labor relations, collective bargaining environments, and applicable employment practices.
- Ability to lead organizational change and continuous improvement while balancing competing priorities, workloads, projects, and organizational demands.
- Strong written, verbal, interpersonal, and public communication skills, with the ability to adapt communication and leadership style to different individuals and situations.



To learn more about Spokane County Fire District 9, please visit:

www.scfd9.org

COMPENSATION & BENEFITS

- **\$183,712 - \$198,856 DOQ**
- 100% of the specified medical insurance program premiums for full-time staff employees and their dependents.
- 100% of the cost of dental insurance premiums for full-time staff employees and their dependents provided under the Delta Dental of Washington Plan.
- \$50,000 term life and AD&D insurance coverage for full-time staff employees.
- Health Reimbursement Arrangement / Voluntary Employees' Beneficiary Association (HRA / VEBA) Plan for its full-time, non-bargaining unit employees.
- Payment of premiums for long term disability insurance.
- Participation in the Washington Law Enforcement and Fire Fighters Retirement System (LEOFF) Plan II
- Sick leave accrued at the rate of one day per month. Will accrue no more than 130 days total sick leave.
- Vacation Accrual based on years of service.
- Executive Leave Time.
- 12 paid holidays not including an additional paid day off for employee holiday.
- Bereavement Leave of up to five days in the event of a death of an immediate family member.
- Five work uniforms, shoes or boots, jacket, and one dress uniform.
- Take-home vehicle for official business.
- All or a portion of relocation expenses may be repaid at the sole discretion of the Board.

Spokane County Fire District 9 is an Equal Opportunity Employer. All qualified candidates are strongly encouraged to apply by **October 4, 2026** (first review, open until filled). Applications, supplemental questions, resumes and cover letters will only be accepted electronically. To **apply online**, go to **www.prothman.com** and click on "Open Recruitments", select "**Spokane County Fire District 9, WA – Assistant Fire Chief of Risk Reduction, Inspections, and Investigations**" and click "**Apply Online**," or click [here](#). Resumes, cover letters, and supplemental questions can be uploaded once you have logged in. Photography credit to James Richman (profile cover bottom row photos)



www.prothman.com

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