



SPOKANE COUNTY FIRE DISTRICT 8

12100 E Palouse Highway, PO Box 345, Valleyford, WA 99036

www.scfd8.org

Deputy Fire Chief

Spokane County Fire District 8 is now accepting applications for the position of Deputy Fire Chief. The application period is December 4, 2025 through December 31, 2025. The estimated start date for this position is February 16, 2026.

Please submit all application materials to: HR@scfd8.org

Salary: \$165,000-\$185,000 Annually + Generous Benefit Package

Position Summary:

Spokane County Fire District 8 is seeking a highly skilled, forward-thinking Deputy Fire Chief to help lead a progressive, service-oriented fire district committed to operational excellence and community trust.

Serving under the general direction of the Fire Chief, the Deputy Fire Chief provides leadership and oversight across a broad range of critical functions, including Fire Operations, Emergency Medical Services, Training, Fire Prevention, Information Technology, Facilities and Fleet Management, Support Services, and Public Education. The role requires a balance of strategic vision, strong managerial ability, and hands-on operational expertise.

The ideal candidate is an experienced fire service leader who excels at collaboration and communication. This role demands sound judgment, proven supervisory experience, and the ability to foster a positive work culture. The Deputy Fire Chief plays a key role in operations, labor relations support, and continuous improvement efforts across the district.

The Deputy Fire Chief represents the district with professionalism and integrity, maintains a confidential relationship with the Fire Chief and senior staff, and may serve as the Acting Fire Chief when required. The position includes emergency response responsibilities, requiring advanced incident command proficiency and the ability to perform under high-stress conditions.

This is an excellent opportunity for a seasoned fire service professional who is passionate about leadership, operational readiness, and organizational excellence—and who is ready to contribute meaningfully to the mission, vision, and values of Spokane County Fire District 8.



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Required Qualifications:

- Must possess a minimum of a high school education and an Associate's degree in Fire Science, Fire Command, Fire Administration or other educational equivalent or an acceptable combination of education and experience as determined by the Fire Chief and Board of Fire Commissioners.
- A minimum of ten (10) years of progressive fire service experience and must have held a permanent position as Chief Officer for a minimum of three (3) years.
- Demonstrated experience in administration of personnel policies and collective bargaining agreements.
- Experience in budget requests, adjustments, and/or monitoring expenditures.
- Employee Management: performance management, supervising, coaching and counseling, employee evaluations, hiring, and disciplinary actions.
- Experience in analyzing systems and processes to ensure efficient and effective use of resources.
- Proficient of implementing new processes and programs in an effective and efficient manner.
- Must have demonstrated successful experience in fire service management and supervision of an increasingly responsible nature.
- Must be knowledgeable in fire service training and performance standards, safety and health standard and industry best practice.
- Demonstrated aptitude for adult education, motivation and training.
- Demonstrated aptitude for emergency incident management.



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Desired Qualifications:

- A Bachelor of Arts in Public or Business Administration or similar relevant degree
- Successful completion of the NFA Executive Fire Officer Program and/or CPSE Chief Fire Officer Designation.
- Annual budget development and management
- Experience in drafting memo's, MOU's and LOU's
- Familiarity with Washington and/or Spokane County Fire & EMS systems
- Participation in ongoing leadership training(s) and/or professional development

Position Requirements:

- Must be at least 21 years of age.
- Must possess and maintain a valid driver's license and a good driving record.
- Must obtain and maintain CPR/First Aid certification.
- Must have proof of eligibility for employment in the United States.
- Must be capable of and willing to work a minimum of 40 hours per week and be available to serve as needed as a duty officer for emergency fire and medical calls.
- Must obtain Washington State Hazardous Materials Incident Commander certification within one year of appointment.
- Must obtain NFA Incident Safety Officer certification within one year of appointment.
- Must pass and maintain District's minimum medical and health standards and physical.
- Must successfully complete a one-year probationary period for the position.
- Must successfully complete an annual performance evaluation to include an incident management skills assessment.

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More Information at <https://www.scfd8.org/employment/>



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Compensations and Benefits:

- Annual Salary: \$165,000-\$185,000
- Medical Dental Orthodontia- premium fully covered for employee, spouse and all dependents- PPO100 plan
- DCP -Match up to 2.5% Annual Salary
- VEBA up to \$1,750 annually
- LEOFF II Retirement
- Disability Insurance
- Sick leave – 6 Months Accrual on First Day
- Vacation Leave – 6 Months Accrual on First Day
- 11 Paid Holidays per year
- 1 Personal Day

Application Instructions- Please submit all of the following:

- Resume
- Letter of Interest
- 3- Supplemental Questions
- 2- Professional letters of recommendations
- 3- Professional References – *will not contact without candidate approval*
- Driver's License
- Relevant Certifications
- First Aid and CPR Card-if already obtained
- Veterans Preference Points Form (if applicable)

Recruitment Process:

- Stakeholder interview
- Commissioner interview
- Reference checks
- Driving record check
- Criminal background check
- Medical physical including drug screening

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Supplemental Questions:

1. Describe your experience in leading and managing fire service personnel. Include examples of supervisory responsibilities, performance management, labor relations involvement, and how you have built or supported high-performing teams.
2. Share a time when you developed, implemented, or significantly improved a program within a fire service organization (e.g., operations, training, EMS, prevention, support services). Describe the need, your approach, and the results.
3. Describe your experience working with external partners such as elected officials, other fire agencies, law enforcement, community groups, or the public. Explain how you ensure effective communication and collaboration.