



Troy Fire Protection District
116 West Clay Street
Troy, IL. 62294
(618) 667-6722

Job Title: Deputy Fire Chief

Location: Troy, Ill

Department: Troy Fire Protection District

Reports To: Fire Chief

FLSA Status: Exempt

Salary: 80,000 to 90,000

Job Summary:

The Deputy Fire Chief is a senior member of the Troy Fire Protection District Management Team and serves as the second-in-command of the Troy Fire Protection District. The Deputy Fire Chief will assist the Fire Chief in managing daily operations in accordance with Departmental Policy and Procedures, support management and operational planning development, direct emergency response, and perform administrative duties. The Deputy Fire Chief provides superior leadership under duress, ensures unquestionable operational readiness, oversees effective fire prevention programs, and promotes a culture of employee safety and professionalism. This position will act as the Fire Chief in their absence.

Key Responsibilities:

Leadership & Administration

- Assist the Fire Chief in management, operation, and risk mitigation planning.
- Support complete top-down departmental operations to include personnel management and Union Bargaining Agreement oversight.
- Provides direct leadership of the company officers and staff
- Promote and implement Departmental Policies and Procedures, and Standard Operating Guidelines (SOGs) in support of departmental operations.
- Participate in annual departmental budget preparation and development, prepare monthly administrative and compliance reports, and help prepare yearly job performance evaluations for subordinate personnel.
- Represent the Department at Trustee meetings, local public events, and interagency collaborations that promote the Troy Fire Protection District.
- Knowledge of and ensures that the department complies with ISO, OSHA, NFPA, and IFC codes

Emergency Operations

- Direct oversight of fire suppression engagement, responsive emergency medical services, and elite rescue operations.
- Coordinate all required resources during major incident response and ensure effective incident command performance operations.
- Investigate significant incidents through formal reviews and provide debriefs and recommendations for performance improvements.

Fire Prevention & Community Engagement

- Provide supervision over fire prevention, inspection, and investigation programs.
- Engage and promote fire and life safety education within the local community.
- Participate in community outreach initiatives to strengthen public trust and develop beneficial relationships.
- Assist in community risk reduction programs (CRR)

Training & Professional Development

- Manage all departmental training programs to ensure all personnel maintain required training by statute and certifications.
- Oversees certification, continuing education, and compliance with training regulations.
- Establish and direct mentoring programs that develop leadership skills for field operations and personnel management roles.
- Supports after-action reviews, safety investigations, and risk management initiatives

Personnel Management

- Ability to interface with multiple groups.
- Participate in the hiring process of new personnel through the complete hiring cycle.
- Provide input recommendations for promotions, administer performance reviews, conduct disciplinary investigations, and provide recommended disciplinary action.
- Promote professionalism in the workplace and in the performance of public response calls.
- Capable of safeguarding a safe workspace that protects the well-being of others.
- Promotes a positive organizational culture based on accountability, integrity, and Just Culture principles.

Minimum Qualifications:

Education & Experience

- At minimum, an Associate's degree in Fire Science—or a bachelor's degree from an accredited university or college.
- Minimum five (5) years of fire service experience, including three (3) years in Command or Management and Administrative roles.

Certifications & Skills

- Certified Fire Officer (CFO) or Chief Fire Officer (CFO/CFOD) designation preferred.
- EMT or Paramedic certification required.
- Strong leadership is mandatory, proven problem solver and decision-maker, self-motivated individual, and effective communicator are a must.
- Knowledge of NFPA standards, IFC Codes, OSHA regulations, fire codes, and emergency response protocols.
- Strong background in budgeting and expenditure oversight, and administration, personnel, and project management.

Other Requirements

- Valid Class B non-CDL driver's license.
- Ability to meet department physical fitness testing and standards.
- Pass background checks, medical physical, and drug testing.

Preferred Attributes:

- Proven and experienced leader who commands the respect of others and has the ability to lead a diverse team of highly skilled firefighters and EMS personnel under high-stress conditions.
- Strong public speaking experience capable of engaging with all aspects of community activities the Fire Department would interface with in performance.
- Self-motivated individual who can work on a program or project from start to finish with limited oversight.
- Effective communicator capable of interfacing with multiple groups within the organization.
- Experienced team member in budget preparation, development, and oversight.
- Skillful in Personnel Management and experience with management and oversight of Union Bargaining Agreements.

Benefits:

- Medical, Dental & Vision
- Paid Holidays
- Pension
- Vacation and Sick Time

Application Process:

Interested candidates should submit a cover letter, resume, and references to darren.davis@troy-fpd.com by January 19th, 2026

- **Oral Interview-Panel**
- **Tabletop Exercise**
- **Required to pass Anderson Hospital's EMS SOG Test**

