

CITY OF FEDERAL HEIGHTS FIRE DEPARTMENT IS

RECRUITING FOR

FIRE CHIEF



Application and job Information:

WWW.FEDHEIGHTS.ORG/JOBS

CONFIDENTIAL INQUIRIES:

HR@FEDHEIGHTS.ORG

Opening Date

OCTOBER 6, 2026

Open until filled. First Review

OCTOBER 31, 2026, 5 PM

Annual Salary Range

\$125,400 - \$180,000

FHFD Fire Chief Recruitment

The City of Federal Heights, Colorado is seeking an experienced, innovative, and community-minded Fire Chief to lead its fire and emergency services organization. This is an opportunity for an accomplished fire service professional with strong administrative and problem solving skills to join a community with a strong sense of identity and an important role within the Denver metropolitan region. FHFD is the first ISO 1 Rated Fire Department in Colorado.

A Small City with a Big Opportunity

Federal Heights is a unique community located in Adams County, about 10 miles north of Denver and within the greater Denver metropolitan area. The community incorporated in 1940 and today, combines established residential neighborhoods and commercial corridors in 1.78 square miles with 14,000 residents. Federal Heights is home to Hyland Hills Parks and Recreation District, which operates Water World.

A Leader for the Next Chapter

The Fire Chief will serve as the department's senior leader and will be responsible for establishing strategic direction, maintaining operational readiness, developing personnel, managing resources, ensuring accountability, and ensuring excellent service to the community.

Federal Heights at a Glance

- Population: Approximately 14,500
- Community Size: 1.78 square miles
- Fire Stations: 1
- 2025 Calls for Service: 1,961
- EMS Calls: Approximately 75% of total call volume
- Fire Department Budget: \$3.4 million

A Community Where Leadership Matters

Federal Heights offers the opportunity to lead a highly visible public safety organization in a close-knit community where the Fire Chief can build strong relationships with residents, City leadership, employees, partner agencies, and community organizations.





Minimum Qualifications

- Bachelor's degree in public administration, business administration or related field from an accredited college or university.
- Minimum of five years of experience at Chief Officer level.
- Certifications required:
Emergency Medical Technician-Basic (EMT/B);
Firefighter I, II;
Fire Officer I, II;
Colorado EMT/B;
Cardiopulmonary resuscitation (CPR);
Hazardous Materials Operations.
- Equivalent combinations of education and experience sufficient to successfully perform the essential duties of the position may be considered.

Desired Qualifications

- Certification or recognition as a Chief Fire Officer.
- Direct experience and responsibility for budget development and management, strategic planning, grant management, and policy development.
- Experience working directly with elected governing bodies and being supervised by a City Manager or another governing board.

ADDITIONAL REQUIREMENTS

- Valid Colorado Drivers License and good driving record.
- Physical fitness to perform the functions of the job.
- Incident Command System training within one year of appointment.

Department Personnel

- 1 Fire Chief
 - 1 Administrative Captain
 - 3 Shift Captains
 - 13 Firefighter Paramedics & EMTs
 - Additional Areas of Responsibility
- The Fire Chief also provides leadership and oversight for:
- 1 Event Coordinator
 - 2 Fleet Maintenance Employees

Our Apparatus

- 1 Engine
- 1 Ladder
- 2 Ambulances

FHFD Fire Chief Recruitment

The Ideal Candidate is More Than a Fire Chief

The ideal candidate will bring executive-level experience and a demonstrated commitment to organizational excellence.

Strategic Leadership

Direct experience with strategic planning and long-term organizational development.

Financial Management

Experience developing and managing public safety budgets.

Grant Management

Experience identifying, securing, and administering grants.

Policy Development

Experience developing and implementing organizational policies.

Government Experience

Experience working collaboratively with other City Departments and being supervised by a City Manager

Most Important

We are seeking a leader who can earn trust, build relationships, develop people, and move the organization forward.

JOIN US

Your Next Leadership Opportunity Starts Here

Become the Next Fire Chief of Federal Heights

This is an opportunity to lead a professional public safety organization, serve a diverse community, and help define the Department's future.

Open Until Filled. Application First Review

October 31, 2026

5:00 PM

For Complete Information go to www.fedheights.org/jobs

For confidential inquiries: hr@fedheights.org