



## CHIEF OF FIRE-RESCUE Town of Garner, NC

The Town of Garner, NC is seeking an experienced fire services professional to serve as Chief of the Garner Fire-Rescue Department.

### About the Garner Fire-Rescue Department

For more than 70 years, the fire and rescue needs of the Town of Garner have been met by Garner Fire-Rescue. The independent nonprofit organization has operated mainly on contributions and service contracts with the Town of Garner and Wake County. July 1, 2025 ushered in an exciting new chapter with Garner Fire-Rescue becoming a municipal department within the Town of Garner.

The services provided by the Garner Fire-Rescue Department – from fire suppression and technical rescues to emergency medical services and responses to hazardous materials – are continuing uninterrupted. What has changed is a shift in oversight and administration that recognizes both the Town’s growth and its commitment to protecting lives, property, and the environment. Among these shifts is a governance transition from a Board of Directors to the Town Administration.

For more on the department’s goals and objectives, please visit the [2020-2025 Strategic Plan](#).

#### Town of Garner by the Numbers

42,227+	Town Residents
870	Acres of Parkland and Recreational Open Spaces
86	Fire-Rescue Operations and Administration Staff
Class 1	International Organization for Standardization (ISO) Accreditation for Fire Protection (highest)
\$380,761	Average Home Value
5	Fire Stations
82 miles	Total Area Served by Garner Fire-Rescue
7,509	Community Safety Responses in 2024

Source: Town of Garner



Garner Fire-Rescue with Able to Serve, Inc.



## About the Town of Garner

The Town of Garner has emerged as a standout in the latest [U.S. Census Bureau report](#), ranking 10<sup>th</sup> among the fastest-growing towns in the nation with populations of 20,000 or more with a 10.4% increase in population in one year. Located in a region consistently ranked among America's best places to live, work and raise a family, Garner is a vibrant community that offers something for everyone. Garner is known for its hometown character, historic downtown area, quality schools, and quiet neighborhoods—



and all just a few minutes from downtown Raleigh. According to a 2024 National Community Survey, 83% of those who call Garner home say that the quality of life is good or excellent. The Town of Garner Parks, Recreation and Cultural Resources Department manages over 870 acres of parkland and recreational open space inside the town limits. The Town offers plenty of recreational amenities, including over four miles of paved trails, 12 playgrounds, 12 picnic shelters, 14 athletic fields, six tennis courts, and a boathouse on Lake Benson.

From sports and special events to the arts and outdoors, Garner offers activities for people of all ages and walks of life. The Independence Day Celebration, which includes fireworks and a performance by the North Carolina Symphony, draws a crowd of 10,000 or more. The Parks, Recreation and Cultural Resources Department offers other signature events throughout the year and operates the Garner Performing Arts Center and Garner Senior Center. This article in [Our State](#) magazine offers a look into Garner's history and a glimpse into what Garner offers today.





## About the Chief of the Garner Fire-Rescue Department

The Chief of the Garner Fire-Rescue Department (Chief) leads the department and ensures that it successfully delivers on its mission to prevent the loss of life and property by delivering effective fire prevention and suppression, technical rescue, and emergency medical services for members of the Garner community. The Chief reports to the Town Manager. The salary range for this position is \$122,973 to \$187,374 with a midpoint of \$152,238. The final offer will be commensurate with the selected candidate's experience.

In alignment with the responsibilities of this position, the Chief's duties include, but are not limited to, the following:

- Leading the department's goal-setting regarding service delivery, equipment, and personnel
- Facilitating the accreditation process from the Commission of Fire Accreditation International
- Establishing and enforcing department policies and procedures
- Representing the department and the Town with County officials, other agencies, and the public
- Approving hiring and promotion criteria and facilitating the professional development of staff
- Ensuring the department's compliance with relevant regulatory and legal requirements
- Preparing and presenting the department's annual budget and reporting on it regularly
- Continuously monitoring the effectiveness of all department services
- Keeping abreast of trends in the field of fire and emergency services
- Serving on the Town's leadership team and Emergency Operations Center (EOC) team

*Engine 1 providing fire education to some of Garner's youngest community members at Highlights Healthcare.*



## Position Qualifications

The qualified applicant for the position of Chief of the Garner Fire-Rescue Department will have a bachelor's degree from an accredited college or university in fire science or a related field and eight (8) years of experience or 12 years of directly related experience in all major areas of professional firefighting. At least five (5) years of the qualified applicant's experience will be of an administrative and supervisory nature. An equivalent combination of education and experience will be considered. The ideal candidate will also demonstrate the following commitments, experience, and values:

- Commitment to the wellbeing of staff engaged in dangerous and emotionally taxing work
- Experience in maintaining/modernizing equipment within the constraints of a budget
- Dedication to co-creating and providing opportunities for meaningful professional development
- Valuing staff by "building bridges" with leadership and advocating for them in all relevant spaces
- Experience in change management, particularly as it relates to organizational consolidation

## Special Requirements

The following certifications and licenses are requirements for this position:

- Firefighter Level I and II Certification
- Hazardous Materials Responder Level 1
- NIMS 100, 200, 300, 400, 700, 800
- Blood-borne Pathogens Training (per department policy)
- NC Fire Officer 3 and the NC Chief 101 certifications (*or* the IFSAC-approved equivalents from another state *or* the ability to obtain these certifications within one year of employment)
- Emergency Vehicle Certification

The following certifications are preferred:

- Driver Operator-Pumps
- Driver Operator-Aerial
- TR, NC-EMT, CFO, EFO

## To Apply

The Town of Garner is partnering with [\*\*Polihire\*\*](https://polihire.com) in the search for the next Chief of the Garner Fire-Rescue Department. If you are interested in this position, please send a letter and resume outlining your experience to [\*\*Garner\\_FireChief@polihire.com\*\*](mailto:Garner_FireChief@polihire.com).