

City of Covington Job Posting

Fire Chief

Date: July 2026

Department: Fire Department

Grade Number: GR 13

FLSA Status: Full-Time; Exempt

GENERAL PURPOSE

The Fire Chief performs a variety of technical, administrative, and supervisory work in planning, organizing, directing, and implementing fire prevention, suppression, and emergency medical services to prevent or minimize the loss of life and property by fire and emergency medical conditions. The position works under the general guidance and direction of the Mayor and Board of Aldermen, and supervises the Fire Captains, other department staff, officers, or volunteers through subordinate officers.

ESSENTIAL DUTIES AND RESPONSIBILITIES

- Plans, coordinates, supervises, and evaluates Fire and EMS operations.
- Establishes policies and procedures for Fire Departments in order to implement directives from the Mayor and Board of Aldermen.
- Plans and implements Fire and EMS programs for the City in order to better conduct the policies; reviews Departmental performance and effectiveness; formulates programs or policies to alleviate deficiencies.
- Oversee the development and implementation of both short and long-range strategic plans for the department's goals, objectives, and strategies in accordance with the City's vision and mission.
- Monitors and evaluates organizational efficiency and effectiveness and prepares appropriate performance measures to trace and report fire department workload and outcomes.
- Evaluates latest trends and innovations in the field of fire and emergency services and makes recommendations for service enhancements and improvements.
- Supervises and coordinates the preparation and presentation of an annual budget for the Fire Department; directs the implementation of the Department's budget; plans for and reviews specifications for new or replaced equipment.
- Responds to alarms and may direct activities at the scene of major emergencies, as required.
- Supervises the inspection of buildings and other properties for fire hazards and enforces fire prevention ordinances.
- Directs the operation of departmental in-service training activities. Controls the expenditure of departmental appropriations.
- Manages grievances; maintains departmental discipline, conduct, and general behavior of assigned personnel according to City policy.
- Prepares and submits monthly reports to the Mayor regarding the Departments' activities and prepares a variety of other reports as appropriate, including the annual report of activities.
- Plans departmental operation with respect to equipment, apparatus, and personnel; supervises the implementation of such plans.
- Assigns personnel and equipment to such duties and uses as the service requires; evaluates the need for and recommends the purchase of new equipment and supplies.
- Meets with elected or appointed officials, other Fire/EMS officials, community and business representatives, and the public on all aspects of the Department's activities.
- Assist City Fire Inspector and perform backup duties alongside, or in lieu of, City Fire Inspector by ensuring existing buildings and newly constructed buildings meet fire code compliance. Responsibilities include inspections of commercial and requested residential buildings, complaint investigations, and other related duties.

PERIPHERAL DUTIES

- Attends conferences and meetings to keep abreast of current trends in the field; represents the City Fire/EMS Departments in a variety of local, county, state, and other meetings.
- Performs the duties of command personnel as needed and fulfills obligations during duty days or duty weeks.
- Serves as a member of various employee committees as needed including the City Safety Council.

REQUIRED QUALIFICATIONS

Education and Experience:

- (A) Graduation from high school,
- (B) Seven years of experience in fire and emergency medical service work, three years of which must have been at the management/supervisory level,
- (C) Certification from the Tennessee Commission on Fire Fighting Personnel Standards and Education as a Firefighter II and Fire Officer III, or ability to achieve certification through reciprocity,
- (D) State of Tennessee certification as an Emergency Medical Technician or higher.

For Fire Inspector assistance duties:

- (A) Must hold Hazardous Material Awareness from the (TFC) or obtain within 12 months.
- (B) Must hold ICC Fire Inspector I certification or obtain within 24 months of employment.

DESIRED QUALIFICATIONS

Education and Experience:

- (A) Graduation from a college or university with a bachelor's degree in fire science, public administration, or a closely related field.

Knowledge, Skills, and Abilities:

- (A) Thorough knowledge of modern fire suppression, prevention, and emergency medical services principles, procedures, techniques, and equipment; working knowledge of first aid and resuscitation techniques and their application as demonstrated through State E.M.T. Certification. Working knowledge of TOSHA/OSHA laws and regulations relating to the provision of fire and emergency services; considerable knowledge of applicable laws, ordinances, departmental standard operating procedures, and regulations.
- (B) Skill in the operation of the listed tools and equipment.
- (C) Ability to train and supervise subordinate personnel; ability to perform work requiring good physical condition; ability to communicate effectively orally and in writing; ability to exercise sound judgment in evaluating situations and in making decisions; ability to effectively give and receive verbal and written instructions; ability to establish and maintain effective working relationships with other employees, supervisors, and the public; and ability to meet the special requirements listed below.

Special Requirements:

- (A) Must be twenty-one (21) years of age or older at time of hire.
- (B) Must possess, or be able to obtain by time of hire, a valid State Driver's License without record of suspension or revocation in any state.
- (C) No felony convictions or disqualifying criminal history within the past ten years.
- (D) Ability to read and write the English language.
- (E) Ability to meet Departmental physical standards.

TOOLS AND EQUIPMENT USED

Emergency medical aid unit, fire apparatus, fire pumps, hoses, self-contained breathing apparatus, and other standard firefighting equipment, ladders, first aid equipment, radio, pager, personal computer, phone.

PHYSICAL DEMANDS

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodation may be made to enable individuals with disabilities to perform the essential functions. While performing the duties of this job, the employee is frequently required to sit; talk or hear; stand; walk; use hands to finger, handle, or operate objects, tools, or controls; and reach with hands and arms. The employee is occasionally required to climb or balance; stoop, kneel, crouch, or crawl; and taste or smell. Must be able to wear and operate a self-contained breathing apparatus. The employee must frequently lift and/or move up to ten (10) pounds and occasionally lift and/or move up to one hundred (100) pounds. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and the ability to adjust focus.

WORKING CONDITIONS

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodation may be made to enable individuals with disabilities to perform the essential functions. Work is performed primarily in office, vehicle, and outdoor settings, in all weather conditions, including temperature extremes, during day and night shifts. Work is often performed in emergency and stressful situations. The individual is exposed to alarms and hazards associated with fighting fires and rendering emergency medical assistance, including smoke, noxious odors, fumes, chemicals, liquid chemicals, solvents, and oils.

The employee occasionally works near moving mechanical parts and in high, precarious places and is occasionally exposed to wet and/or humid conditions, fumes or airborne particles, toxic or caustic chemicals, risk of electrical shock, and vibration.

The noise level in the work environment is usually quiet in office settings, and loud at an emergency scene.

SELECTION GUIDELINES

Formal application; review of education and experience; appropriate testing and interviews; oral interview; background check; physical agility; final selection, drug screening, and pre-employment medical examination. Appointees will be subject to completion of a standard probationary period.

The duties listed above are intended only as illustrations of the varied types of work that may be performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related, or a logical assignment to the position.

The job description does not constitute an employment agreement between the employer and employee and is subject to change by the employer as the needs of the employer and requirements of the job change.

COMPENSATION AND BENEFITS

The compensation listed in this job description is specific to this position and considers a number of variables. This estimated range is based on a range of factors, including, but not limited to, job duties, experience, expertise, and established grades within our organization. A reasonable annual estimate of the range for this role based on the variables previously mentioned is: **\$66,284 – \$92,815**. Benefits include State provided medical, dental, and vision coverage, automatic enrollment and contribution to the Tennessee Consolidated Retirement System, 401(K)/457 employee funded account, State of Tennessee Employee Assistance Program, tuition reimbursement after twelve (12) months of service, and paid personal and sick leave through service accrual which begins after ninety (90) days of employment.

EEOC Statement

The City of Covington is committed to a policy of equal employment opportunity for all applicants and employees. The City will comply with all applicable laws prohibiting discrimination against employees and applicants for employment on the basis of race, creed, color, religion, sex, age, gender, national origin, disability, veteran status, genetic information, pregnancy, sexual orientation, gender identity, or any other status protected by applicable law. Such compliance will occur in all employment decisions and actions regarding matters such as recruitment, hiring, promotions, transfers, layoffs, disciplinary action, termination, compensation, benefits, and City-sponsored training, education, and education assistance.