



Director of Emergency Services/Fire Chief

About You

Are you passionate about emergency services management as contributor to community well-being? Are you a trusted leader with a collaborative working style and an ability to engage with the community and diverse stakeholders? Are you passionate about developing and managing talent within a department that is dedicated to delivering impact? Are you a creative problem solver looking to deliver more than the status quo? If you are looking for an opportunity where you can make a difference in the lives of others, then this opportunity could be for you.

The Position

Our new Director of Emergency Services/Fire Chief will work closely with the Emergency Services team to develop a compelling vision designed to deliver efficient and well-structured fire, ambulance, and dispatch services to the City of Iqaluit. Life safety, property protection, injury prevention, and emergency mitigation through public education, prevention initiatives, and emergency response will be primary objectives for the incumbent. The incumbent will be a key member of the Senior Management Team and will lead Emergency Management Planning for the City.

The Director of Emergency Services/Fire Chief will also be a proven leader and will create a positive climate in which each member of the Emergency Services Department will grow and develop in order to fully contribute to the success of the Department.

We are looking for a candidate that can bring a strategic approach to Emergency Services; someone who will collaborate with highly engaged stakeholders and provide actionable solutions to the needs of the community. Our successful candidate will be experienced in developing and managing relationships within a diverse population and be engaged with the community.

Why a career with the city of Iqaluit?

A career with Iqaluit offers individuals a meaningful experience that provides professional development and a rewarding opportunity to use their skills and talents to make a difference to a growing and thriving city at an exciting time in its history.

Iqaluit – Inuktitut for "many fish" – is located near the mouth of the Sylvia Grinnell River, which empties into Frobisher Bay. With a population of nearly 8000, Iqaluit is Canada's smallest capital City. The City is currently experiencing a period of rapid development and population growth. As the largest community

in Nunavut, Iqaluit is a growing community, unique in its role as a major business, transportation, administrative, health, and education centre. Similar to other municipalities in Nunavut, Iqaluit is also a major landowner, responsible for the administration and development of municipal lands, which further creates a unique planning context.

If you love the outdoors, you will fall in love with our city for its year-round activities. Frobisher Bay is a great kite-skiing destination in the winter, as well as a snowmobiler's playground. In the spring and summer, fishing, kayaking, boating, and hiking are just some of the activities that can be enjoyed.

Further information about the community can be found at: www.nunavuttourism.com/regions-of-nunavut/communities/iqaluit/ or <https://iqaluit.ca/>.

What does success look like?

While the Director of Emergency Services/Fire Chief is responsible for the overall operation of the Emergency Services Department, in the first 12 months there are several key areas of focus:

- **Leadership:** Lead and inspire a team of emergency services employees and volunteers. Create and foster a positive climate which allows each member of the Emergency Services Department to grow and develop to ensure they can contribute fully to the success of the department and the community. Coach and develop department employees providing timely feedback and development guidance to help others excel in their current or future job responsibilities. Plan and support the development of individual skills, competencies, key accountabilities, and learning and development plans.
- **Build Relationships:** Identify opportunities and take action to build relationships across departments, teams, and within the community to help achieve departmental priorities and objectives.
- **Facilitate Change:** Identify and drive departmental and cultural changes needed to ensure that the Department protects lives and property through proper education, prevention and response activities. Drive new approaches to develop and enhance a public education and incident prevention culture at the department and in the community.
- **Operational Decision Making:** Develop and monitor annual plans, short-term and long-term objectives, performance measures and budgetary controls for the department; lead department strategic planning which is aligned to the City's vision.

As our ideal candidate you will have:

- Demonstrated success as a leader with the ability to connect people and ideas with a compelling vision of public education, prevention, and emergency services delivery.
- Proven strength in employee development including experience in performance management, coaching and succession planning.
- Demonstrated success building, leading, and inspiring effective teams.
- Strong understanding of roles and responsibilities of Emergency Services.
- Previous experience with operational management including budget development and oversight, strategic planning, and contributing insights, advice and recommendations to a senior management team
- Post-secondary degree in Business Administration, Public Administration, Psychology, or Fire Service Management or an equivalent combination of experience and education.

- Formal fire service training to a minimum level equivalent to NFPA Fire Officer Level 3 or expressed interest in the achievement of training.
- Fluency in Inuktitut and or French are considered assets.

The Director of Emergency Services/Fire Chief role includes an excellent compensation package including attractive benefits and salary, an 8% RRSP matching program, discounts at our recreation facilities, vacation travel assistance, generous leave and more!

How to apply

To express interest in this exciting opportunity please forward your Resume and covering letter, outlining your skills and experience to lhambides@pomaxinc.com. Please reference **Director of Emergency Services/Fire Chief** in the subject line.

Due to the nature of this position, the successful candidate would be required to submit a Criminal Record and Vulnerable Sector Check. In addition, an acceptable Driver's Abstract is required for this position.

The City of Iqaluit embraces the intent and spirit of the Nunavut Land Claims Agreement. Priority will be given to Nunavut Inuit; Candidates must clearly identify their eligibility in order to receive consideration under this agreement

We sincerely thank all applicants for their expressed interest in this opportunity however only those selected for an interview will be contacted. No phone calls please.