



FIRST FIRE PROTECTION DISTRICT OF ANTIOCH



FIRE CHIEF



First Fire Protection District of Antioch

A Proud Tradition:

First-Rate Emergency Services for Over a Century

The First Fire Protection District of Antioch began as a volunteer fire organization in 1913. When the growing community required more services and support than a volunteer district could handle in 1934, the community established the First Fire Protection District of Antioch Township. The First Fire Protection District and the Antioch Fire Department join in the official seal and work in partnership to deliver emergency services across 34 square miles.



More than a century after the District's founding, our crews continue to serve and protect the Village of Antioch and Antioch Township. Crews include 90 firefighters who rotate schedules across three firehouses. While the District does not include a full-time crew, our extensive roster of professional firefighters provides 24/7 trusted emergency response capabilities.



The Fire Chief

The position is full-time, exempt, and includes primarily working in the fire department during office hours (8:00 a.m. to 4:00 p.m. Monday through Friday), with some flexibility. The Fire Chief is expected to respond to incidents when necessary, including those occurring outside of normal business hours, and attend certain meetings outside normal office hours. The Fire Chief is expected to meet all qualifications to operate on the fireground, including interior firefighting.

The Fire Chief is responsible for the complete operation of the Fire District. This Position will work underneath the direction of the current Fire Chief from the time of hire until May 1, 2026. At that time the successful candidate will take over the full control and responsibility of running the Fire District.

Responsibilities include effective, efficient, and proper administration of the Fire District and all emergency response needs, policy development, fiscal management, code enforcement, emergency medical services, fire safety and prevention, and fire suppression. The Fire Chief develops and manages an annual budget, provides strategic and operational planning, and institutes and revises a service delivery plan.

The Fire Chief administers and manages all department rules, policies, regulations, and standard operating procedures; develops goals and assigns tasks to meet the department operational plan.

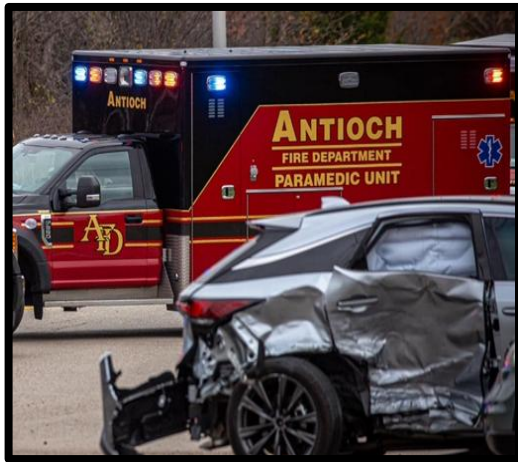


First Fire Protection District of Antioch - Fire Chief

All-Hazards Emergency Response Services

Fire Suppression, Prevention and Emergency Medical Services (EMS)

Three firehouses and a roster of 90 firefighters provide constant emergency response for fires impacting Antioch Township and the Village of Antioch. Our District is unique in that Antioch does not employ a full-time fire department staff; instead our crew of 90 alternate shifts, ensuring a fully operational emergency response crew that manages calls 24/7.



The First Fire Protection District of Antioch manages all emergency response services for medical calls and accidents. Antioch crews handle water and ice rescues, vehicle extrication, and all emergency medical needs. Our department is unique in that our crews rotate constantly.



Committed To the Community

Antioch offers numerous resources and services for residents within the District. Crews provide free car seat installation and training for parents, ensuring that all infants and toddlers are safe in the backseat. Residents in the District also can register for CPR certification via classes facilitated by our crew. American Heart Association (AHA) CPR certifications are valid for two years. Antioch offers CPR certification for the public and a more comprehensive course for medical personnel. Explore all the resources available through First Fire Protection District of Antioch.



The First Fire Protection District of Antioch supports many events throughout the Antioch community. Crews regularly host “Touch A Truck” events, encouraging children to explore our fire trucks and equipment. Our crews also visit area schools to discuss fire safety.

The First Fire Protection District of Antioch is active on X (formerly known as Twitter) and Facebook.

Fire Chief Qualifications



- 5 years of Senior Fire Officer experience
 - Certified Firefighter III and Fire Officer II or equivalent certification
 - Bachelor’s Degree in Fire Science, Fire Administration, Public Administration or related field
- Must be able to meet the Illinois Statutory requirement for a Fire Chief as detailed in [70 ILCS 705/16.04b](#)
- Demonstrates good character traits in ethical decision-making, exhibiting a high level of personal and professional integrity
 - Requires excellent interpersonal relationship skills, effective communication skills, extensive management skills, and the ability to work well with teams and supervisors throughout the district and external stakeholders
 - Demonstrates a strong financial background
 - Valid driver’s license

The Ideal Fire Chief

- The Ideal Candidate should have experience in transitioning from a Part-time Model to a Full-time/Traditional fire department model
- Master’s degree in Fire Science, Fire Administration, Public Administration or related field
- Executive Fire Officer (EFO) or Chief Fire Officer (CFO)
- Have a good knowledge of the Staffing for Adequate Fire and Emergency Response (SAFER) Grants
- Is an experienced and collaborative leader who will play a key role in creatively shaping the Department's vision for today and the future
- Can develop organizational plans that build solutions, provide structure, and lead to outcomes that contribute to achieving the District’s strategic goals



- Is an involved and engaged leader, with a strong background in modern fire, EMS (including transport and billing), emergency management, and all-hazards practices
- Utilizes a data-driven approach to assess needs, develop recommendations, implement solutions and make necessary operational adjustments
- Has a strong ability to mentor staff, develop succession planning, foster professional growth, cultivate job satisfaction, and encourage a team environment
- Empathy and a willingness to spend time with the staff to understand their needs, competencies, and challenges
- Has a demonstrated record of crafting, implementing and upholding department policies and procedures that embody fairness, transparency and consistency in a positive and timely manner
- Embodies inclusive leadership that incorporates department staff in planning for the future, working cooperatively with all district employees

- Provides assistance, guidance, and collaboration are essential qualities as a Leader of the District's Management Team
- Has a commitment to the organization with genuine confidence, approachability, and strong communication skills
- Is service-oriented, focusing on ways to better support the community and nurture strong relationships with the community and regional partnering agencies
- Has the ability to develop a global vision of supporting the community's needs, providing excellent customer service, and displays respect in the conduct of the department's work



Compensation and Benefits

The First Fire Protection District of Antioch offers a salary range of \$130,000 - \$160,000 dependent on qualifications and a highly competitive benefits package.

To Apply

Interested candidates should submit a Letter of Interest and Resume to:

Director Raymond Kay

Illinois Fire Chiefs' Association

Assessment and Consulting Services

rkay@illinoisfirechiefs.org

Applications will be accepted until **March 14, 2025**.

The Process

Selected candidates will be invited to participate in an Assessment Center that includes:

- Group Problem Solving
- Financial/Budgeting Presentation
- Writing Exercise
- Structured Oral Interview

Final candidates will participate in an interview process conducted by the Board of Trustees.

