



Penticton Indian Band

841 Westhills Drive,
Penticton, British Columbia
Canada V2A 0E8
Telephone: 250-493-0048

May 5, 2026

Employment Opportunity

The Penticton Indian Band (PIB) is currently seeking an ambitious and qualified individual to fill the following position:

Position Title:	PIB Fire Chief	Pay Rate:	\$ 47.00 – 64.50 / hr (based on credentials and experience)
Department:	Fire Department	Classification:	2/Leadership
Status:	Full-time/Permanent	Hours of Work:	35 hours per week
Responsible To:	Band Administrator		
Location:	841 Westhills Drive, BC V2A 0E8		
Closing Date:	May 20, 2026		

Job Summary:

The Fire Chief provides leadership and strategic direction for the Penticton Indian Band’s all-volunteer Fire Department, ensuring effective emergency response, fire prevention, and community safety programs. This role oversees all fire suppression, rescue operations, hazardous materials response, and fire code enforcement while fostering strong relationships with community members, local agencies, and neighboring fire services. The Fire Chief manages departmental budgets, training, equipment, and all volunteer personnel, ensuring compliance with safety standards and Indigenous community values. A hands-on leader, the Fire Chief responds to major incidents, recruit, retain, and mentor volunteer firefighters, and promote fire safety awareness within the Penticton Indian Band.

Core Competencies:

- Strategic Planning
- Emergency Management
- Leadership
- Incident Command
- Good Communicator
- Team Building
- Decision Making
- Community Engagement
- Risk Assessment
- Regulatory Compliance

Duties/Responsibilities:

Job Responsibilities and Work Performed

- Provide leadership, strategic direction, and day-to-day management of the Fire Department.
- Oversee emergency response operations, including fire suppression, rescue, and hazardous materials incidents.

- Develop and implement structural protection strategies for community buildings, homes, and critical infrastructure, including pre-incident planning, defensible space measures, and structure triage during wildfire or interface fire events.
- Ensure compliance with NFPA standards, provincial regulations, and local fire codes.
- Develop and implement fire prevention, public education, and community safety programs.
- Manage department budgets, equipment, and resources efficiently.
- Recruit, train, supervise, and evaluate volunteer-firefighting personnel.
- Serve as Incident Commander at emergency scenes, ensuring effective coordination.
- Monitor and maintain protection services agreements with neighboring fire departments and emergency services.
- Conduct fire inspections, investigations, and enforce fire safety regulations.
- Represent the Fire Department in meetings with Band Council, community members, and external agencies.
- Partner with the Emergency Operations Committee to develop, review, and update emergency response plans, policies, and operational guidelines
- Ensure proper maintenance and readiness of fire apparatus, equipment, and facilities.
- Promote fire safety awareness through public outreach and school programs.
- Handle personnel matters.
- Coordinate closely with BC Wildfire Service on wildfire response, including resource requests, operational integration, and interface protection strategies.
- Stay current with fire service trends, training, and best practices through professional development.

Qualifications/Requirements:

Minimum Academic/Educational Requirements

- Diploma (2-year) in Fire Science, Emergency Management, Public Administration, or a related field (or willingness and ability to obtain)
- Equivalent combination of education and experience.

Other Certification, Licenses, Designations and/or Training

- NFPA 1021 (Fire Officer Level III) certification
- NFPA 1001 (Firefighter Level II) certification.
- Emergency Medical Responder (EMR) or higher certification (First Responder, EMR, or PCP).
- Valid BC Class 5 Driver's License.
- Demonstrated physical fitness to perform essential job functions, including the ability to wear SCBA, carry tools and equipment, work in extreme conditions, and perform rescue operations; must meet the department's physical agility and fitness standards prior to appointment and maintain ongoing fitness as a condition of service

Minimum Level of Experience:

- 5+ years in firefighting/emergency services in a leadership/supervisory role (e.g., Captain, Deputy Chief, or equivalent).

- Hands-on experience in incident command, fire suppression, rescue operations, and hazardous materials response.

Asset:

- NFPA 1041 (Fire Instructor Level I or II) preferred for training roles
- Training or experience working with First Nations communities

Working Conditions:

- Expected to respond to or coordinate response for major incidents outside of regular hours, including nights, weekends, and holidays. The Band is committed to working with you to manage on-call demands in a way that respects personal and family commitments wherever operationally possible
- Requires strenuous activity (lifting, climbing, exposure to extreme heat/smoke) during emergency responses.
- Risk of injury from fires, hazardous materials, traumatic incidents, and volatile situations.
- Split between administrative duties (reports, budgets) and active emergency scene leadership.
- Regular interaction with Band members, Council, schools, and external agencies (meetings, training courses, public events).

Preference will be given to qualified Aboriginal applicants as per section 21 of the Human Rights Code.

*All Penticton Indian Band employees are encouraged to learn about the culture, language and customs of the Okanagan people and must be willing to continuously upgrade their skills and knowledge and further their formal education.

The Penticton Indian Band offers a competitive compensation and benefits package as well as a great team and respectful work environment. If you are qualified and looking for an exciting and rewarding career. Please send a resume and cover letter to the attention of:

**Armando O. Lopez, HR Manager
Penticton Indian Band**

Mail: 841 Westhills Drive **Fax:** (250) 493-2882
Penticton, BC V2A 0E8 **Email:** jobs@pib.ca

In Person: PIB Administration Offices – 841 Westhills Drive, Penticton, BC

The Penticton Indian Band provides equal employment opportunities to all, regardless of race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status, political belief, creed, disability that does not prohibit performance of essential job functions or that cannot be accommodated, or conviction for which a pardon has been granted. However, where two or more applicants have comparable or equivalent skills and qualifications, preference shall be given, in the following order, to persons with specific knowledge of and/or experience with Sn'P'ink'tn(Penticton) language (N'syilxcen), culture, history and customs; persons of Aboriginal, Métis or Inuit ancestry; and all others. We thank all those who apply; however, only those candidates selected for interview will be contacted.