



Fire Chief, Halifax Regional Fire & Emergency

Leading with Purpose. Serving with Excellence. Protecting Communities.

Halifax Regional Municipality is seeking a strategic and values-driven leader to serve as Chief of Halifax Fire & Emergency, one of Canada's oldest and largest composite fire services, with a proud history dating back to 1754.

Reporting to the Commissioner of Public Safety, the Fire Chief provides executive leadership for a complex, high-profile public safety organization delivering comprehensive fire and emergency services to more than 500,000 residents across a growing and diverse municipality, supported by 51 stations located throughout the region. Leading more than 650 career staff and 500 volunteers, and stewarding an operational budget of over \$100M and a significant capital budget for apparatus, equipment, facilities and technology, the Chief ensures excellence, performance and continued advancement across all service lines. These include fire suppression and rescue, fire prevention and inspection, technical rescue, hazardous materials response, pre-hospital emergency medical services, public education, and training and professional development.

The Fire Chief sets clear direction and ensures priorities translate into measurable operational results. As HRFE's senior leader, the Chief builds a professional, inclusive and accountable culture through active and engaged leadership across the service and community.

A trusted, collaborative and credible ambassador for both HRFE and HRM, the Fire Chief works closely with elected officials, internal business units, public safety partners and the community to strengthen public confidence in the service. The Chief also provides senior leadership within municipal emergency management frameworks, ensuring preparedness, coordinated response and resilience during major incidents and disasters.

The successful candidate brings demonstrated senior leadership experience within a large or complex fire service, including a minimum of 10 years in progressively responsible operational and management roles, with established credibility among frontline personnel. They have operated effectively within municipal governance environments, administering relevant fire and emergency legislation and leading in unionized settings. They demonstrate sound fiscal stewardship, risk-informed planning, and alignment to broader municipal priorities, while strengthening organizational culture and leadership capacity. Community-minded, the Chief builds strong relationships with elected officials, labour partners and the public, serving as a trusted representative of HRFE. This is a significant leadership opportunity to guide a respected service through its next phase of cultural strengthening and operational advancement.

To learn more about Halifax Regional Fire & Emergency please visit: [HRFE Website](#)



Royer Thompson is committed to presenting a diverse and inclusive roster of candidates to our clients. We welcome and encourage applications from the following underrepresented groups: Indigenous persons, racially visible persons, persons with a disability, women, and persons of a minority sexual orientation and/or gender identity. If you are a member of one of these underrepresented groups, we invite you to self-identify on your cover letter or resume.

Halifax Regional Municipality will provide accommodations to applicants with disabilities. If you require an accommodation(s) to participate in the application, interviewing or selection process, please contact Georgia Jones at gjones@royerthompson.com

Please submit a combined resume and cover letter online by clicking "Apply." For further information about this opportunity, please contact Amy Reid areid@royerthompson.com or Erica Pirnie epirnie@royerthompson.com in confidence.

Royer Thompson is a Canadian executive advisory firm focused on capturing the full potential of people in pursuit of leadership and organizational excellence. Our core services include executive search, executive development, HR advisory and inclusion & belonging.



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