



Fire Chief
Town of Falmouth, Massachusetts
Employment Opportunity – Deadline Extended to Monday 12/15/25

The Town of Falmouth is seeking an experienced, community-oriented public safety professional to serve as its next Fire Chief.

Located on the southwest tip of Cape Cod, Falmouth is a vibrant and diverse coastal community comprised of eight villages and seven historic districts. The Town offers historic charm, scenic beauty, and strong civic engagement, making it a desirable place to live and a popular tourist destination. As the second largest community on Cape Cod, Falmouth encompasses 44.1 square miles of land and 10.3 square miles of water, with 70 miles of coastline and nine public beaches. The Town's year-round population of approximately 32,500 nearly triples during the summer season.

As an employer, the Town of Falmouth fosters a people-centered, inclusive work culture grounded in professionalism, mutual support, and collaboration. The Town is committed to providing opportunities for additional training and professional development.

The Falmouth Fire Department is a full-service Fire and EMS agency with an FY26 budget of approximately \$10.7 million. The Department includes the Chief, two Deputy Chiefs, an EMS Supervisor, a Fire Prevention Officer, two Fire Inspectors, 92 Firefighters and Firefighter/Paramedics (including Captains and Lieutenants), two Mechanics, and two administrative staff.

Appointed by the Town Manager with the approval of the Select Board, the Fire Chief works under the policy direction of the Town Manager and is responsible for the overall administration, leadership, and operation of the Department. The Chief will be responsible for establishing and maintaining effective and productive working relationships with Fire Department personnel and the Firefighters union. The Chief establishes the strategic vision and direction, oversees all fire suppression, rescue, and emergency medical services, ensures that Department goals align with the Town's mission and public safety priorities, and keeps the Town Manager apprised of departmental progress and needs.

The ideal candidate will have a proven record as an effective leader of fire and emergency medical services who has demonstrated exemplary professionalism and integrity. The Town seeks an individual who shares the Town's commitment to inclusion and has strong communication skills necessary to build relationships with appointed and elected officials, department heads, federal, state, and local agencies, community stakeholders, businesses, and Falmouth residents. The Town seeks a Chief who can communicate a vision for meeting

the challenges of delivering exemplary fire and medical services and inspire the next generation of firefighters and emergency medical professionals.

MINIMUM QUALIFICATIONS

- ~~Master's degree in fire science, public administration, or a closely related field~~
- Completion of the Commonwealth of Massachusetts Chief Fire Officers Management Training Program or the ability to complete the program within eighteen (18) months of appointment.
- Minimum of ten (10) years of progressively responsible, full-time professional fire service experience, including at least five (5) years in a significant command and supervisory capacity.
- Must currently be active in the Fire Service and hold at least the rank of Captain.
- Current Emergency Medical Technician or Paramedic license.
- Valid Massachusetts driver's license or the ability to obtain one.
- Demonstrated experience working effectively with labor unions.
- Experience in a Fire Department with a minimum of fifty (50) sworn personnel.
- Experience in a coastal and/or resort community preferred.
- Ability to pass an extensive background check.

TOTAL ANTICIPATED STARTING SALARY: \$200,000 - \$210,000/year, commensurate with qualifications and experience.

HOW TO APPLY: Applicants must submit a cover letter, resume, and current Emergency Medical Technician or Paramedic license via email to Public Safety Consultants, LLC (wsampson@publicsafetyllc.com) with the subject line "Town of Falmouth Fire Chief" by 4:30 p.m. on Monday, December 15, 2025.

An in-person assessment center for selected finalists will be scheduled for early 2026.

The Town of Falmouth is proud to be an Equal Opportunity Employer that promotes inclusivity and welcomes applications from all qualified candidates. All applicants must have the ability to effectively work and interact with individuals and groups of various abilities, cultures, backgrounds, ages, and identities.