



FIRE CHIEF RECRUITMENT TOWN OF NORTHBOROUGH, MASSACHUSETTS

The Town of Northborough, Massachusetts, is seeking an experienced and forward-thinking fire service leader to serve as its next Fire Chief. This is an excellent opportunity to lead a progressive, high-performing department that provides fire, EMS, and rescue services to a community of approximately 16,000 residents across 19 square miles in Worcester County, located 37 miles west of Boston. The salary range for this position is \$155,000 to \$170,000, commensurate with qualifications and experience, along with a comprehensive municipal benefits package.

The Northborough Fire Department operates with a FY2027 budget of approximately \$3.4 million and delivers a robust ALS transport service supported by an experienced command staff, modern apparatus, and professional personnel. The successful candidate will succeed a highly respected chief who is retiring after 39 years of service, leaving a well-organized department with a strong culture of professionalism and collaboration. This is a strong chief position with clear administrative authority, responsibility for strategic planning and budgeting, and a direct working relationship with the Town Administrator and Select Board.

Northborough is a balanced suburban community with significant residential neighborhoods as well as commercial and industrial development. Approximately 80 percent of the Town is served by public water, supporting effective fire protection operations. The Town operates under a Select Board/Town Administrator form of government. The Fire Chief is appointed by a five-member Select Board and works under the administrative direction of the Town Administrator.

The next Fire Chief will have the opportunity to guide the department through the operational transition into a new fire station and to help shape deployment, logistics, and long-term strategic planning. The position requires a collaborative leadership style that values the experience of an established officer corps while promoting data-driven decision making, workforce development, and high-quality service delivery. The Chief will work closely with municipal leadership on budgeting, capital planning, and policy development, and will represent the department in regional and statewide fire service initiatives.

Candidates must possess a Bachelor's degree in Fire Science, Business Administration, Public Administration, or a related field; a Master's degree is preferred. Applicants must have seven to ten years of progressively responsible fire service experience, including at least five years in a command or supervisory capacity in a career fire department, or an equivalent combination of education and experience. A strong background in management and delivery of advanced life support EMS is required. Experience in a collective bargaining environment is essential.

Graduation from the United States Fire Administration's Executive Fire Officer Program at the National Fire Academy is preferred. Candidates must possess a valid driver's license and be certified at a minimum level as an Emergency Medical Technician. The successful candidate must obtain certification from the Massachusetts Firefighting Academy Chief Fire Officer Management Training Program within two years of employment and

must become credentialed as a Fire Chief through the Massachusetts Fire Service Commission within one year of hire.

The ideal candidate will be an approachable and strategic leader who can effectively work with department personnel, municipal officials, the Select Board, and the community. Strong communication skills, a commitment to professional development, and the ability to lead subordinate officers in a collaborative environment are essential. Please click [HERE](#) for job description.

Qualified candidates should submit a resume of experience and qualifications, a letter of interest, and salary history to John Parow Consulting & Associates, 32 School Street, Chelmsford, MA 01863. Applications may also be submitted via email to John.Parow@comcast.net. The closing date for applications is March 27, 2026. The Town of Northborough is an equal opportunity employer.

The Town of Northborough is an equal opportunity employer that recruits and hires qualified candidates without regard to race, religion, sex, sexual orientation, gender identity, age, national origin, ancestry, citizenship, disability, veteran status, or any other protected status. All are encouraged to apply.