

City of Evanston FIRE CHIEF



The City of Evanston seeks an innovative, collaborative, and visionary leader to serve as its next Fire Chief. This is a rare opportunity to lead a highly respected fire department in one of the Midwest's most distinctive communities.

Service.
Professionalism.
Tradition.



12K+	115	<4 min	ISO 1	\$23.9M
Annual Calls	Sworn Staff	Response Time	Top Rating	Budget

A once-in-a-career opportunity

The City of Evanston seeks an innovative, collaborative, and visionary leader to serve as its next Fire Chief. This is an opportunity to lead a highly respected fire department in one of the Midwest's most distinctive communities. Evanston is a city known for its engaged residents, strong civic values, commitment to public services, and willingness to embrace innovation.

Reporting to the City Manager, the next Fire Chief will be a steady and principled leader who fosters a culture of professionalism, accountability, and trust. The successful candidate will demonstrate the ability to navigate complex organizational issues, address challenges thoughtfully and consistently, and maintain focus on the department's mission during periods of change. The Fire Chief will join a talented executive team committed to delivering exceptional service.

More than an operational leader, the Fire Chief serves as a trusted advisor, strategic thinker, and community partner. The successful candidate will help shape the organization's future while upholding the highest standards in emergency response, community risk reduction, employee development, and public trust.

Key Priorities

- 1 Promote a culture of professionalism, accountability, and operational excellence through visible and effective leadership
- 2 Support workforce development, recruitment, retention, and succession planning efforts across all ranks
- 3 Enhance community risk reduction, prevention, and public education initiatives
- 4 Leverage technology, data, and performance measures to support informed decision-making
- 5 Plan for future service demands, capital needs, and emerging public safety challenges

The next Fire Chief will inherit a department with a proud history of service and a strong commitment to protecting life and property. The City seeks a leader who is equally at home commanding emergency incidents, developing future leaders, engaging the community, and advancing long-term strategic goals: someone who understands that a healthy organizational culture is as essential to lasting success as operational excellence.

About the City of Evanston

Nestled along the shores of Lake Michigan and bordering the northern edge of Chicago, Evanston is a diverse and dynamic community that blends urban vibrancy with suburban charm, creating a truly unique living and working environment. Evanston is home to approximately 78,000 residents and renowned institutions such as Northwestern University and the award-winning Evanston Township High School. It is also the location of the corporate headquarters for Rotary International, the UL Research Institute, and UL Standards & Engagement. Known for its beautifully tree-lined neighborhoods, distinctive architecture, historic charm, lakefront beaches, and bustling commercial districts, Evanston's beauty and character delight visitors and residents of all ages.

Due to its proximity to Chicago, Evanston is part of a regional public transportation system with three Metra commuter rail stations and seven Chicago Transit Authority stops. The City offers numerous recreational and cultural opportunities, including a bikeway system connecting to regional bikeways, an exceptional parks and recreation department that offers programming for all ages, and a vibrant cultural arts community that reflects the City's racial and ethnic diversity. Evanston is a family-oriented community with numerous cultural festivals and activities for residents of all ages.

The City operates under the Council-Manager form of government. The non-partisan legislative body is comprised of eleven elected officials, consisting of a Mayor, nine ward Councilmembers, and a City Clerk. The Mayor and City Council govern a highly progressive community and take pride in its innovative programs and initiatives, particularly its role as a national leader in discussions on racial equity, social justice, and environmental sustainability. With a vision to create the most livable city in America, Evanston celebrates the diversity of its opportunities and residents.



The Ideal Candidate

We seek a proven leader ready to serve with integrity, vision, and a deep commitment to our community.

The ideal candidate will have demonstrated success leading through organizational change, addressing sensitive organizational and employee relations issues, and building credibility with employees, labor representatives, elected officials, and community stakeholders.

The Successful Candidate Will Demonstrate:



Proven executive and organizational leadership experience



The ability to inspire, develop, and empower employees



Strong communication and relationship-building skills



Experience working effectively in a collaborative labor-management environment



Strategic thinking and sound judgment



Demonstrated integrity and professional courage



The ability to balance operational demands with long-term organizational planning



A genuine appreciation for community engagement and customer service

Qualifications & Requirements



Education

Successful candidates will possess a bachelor's degree from an accredited college or university in Fire Science, Public Administration, Emergency Management, or a closely related field, or an equivalent combination of education, training, and experience. A master's degree is strongly preferred.



Leadership Experience

Candidates should have a minimum of fifteen years of progressively responsible experience in a career fire and emergency medical services organization, including at least five years of command-level leadership experience at the rank of Battalion Chief, Division Chief, Deputy Chief, Assistant Chief, Fire Chief, or an equivalent executive leadership position.



Certifications & Credentials

The ideal candidate will possess Illinois OSFM Advanced Fire Officer certification (or equivalent credential) or the ability to obtain certification within twelve (12) months of appointment. Highly desirable credentials include:

- Illinois Chief Fire Officer
- Executive Fire Officer (EFO)
- Comparable executive-level fire service certifications



EMS and NIMS Requirements

Because the Evanston Fire Department operates as an integrated fire and emergency medical services organization, candidates must possess current paramedic certification or be eligible to obtain Illinois paramedic licensure within six months of appointment. Completion of NIMS/ICS 300 and ICS 400 training, or ability to obtain within six months of appointment, is also required.



Additional Requirements

- Candidates must possess a valid driver's license and a safe driving record.
- Ability to obtain Illinois licensure upon appointment.



Compensation

Salary Range

\$170,669

to

\$256,004

annually

Salary will be commensurate with qualifications and experience.

The City of Evanston offers an attractive compensation and benefits package.

Residency is preferred

The Basics of Our Operations



Service area covers 7.9 square miles, with a population of over 78,000 people.



Average Response Time: Under 4 min



EFD responds to 12,000+ calls per year:



8,200 EMS calls



3,600 Fire and other



5

Fire Engines

1 Squad/Engine



2

Fire Trucks



3

Ambulances



1

Battalion Chief Vehicle

All vehicles with advanced life support equipment



5

Fire stations and one headquarters



115
3

Sworn members
Civilians

Specialized Teams:

- ✓ Technical Rescue
- ✓ Dive
- ✓ Surface Water Rescue
- ✓ Hazardous Material
- ✓ Drone
- ✓ CPR Classes

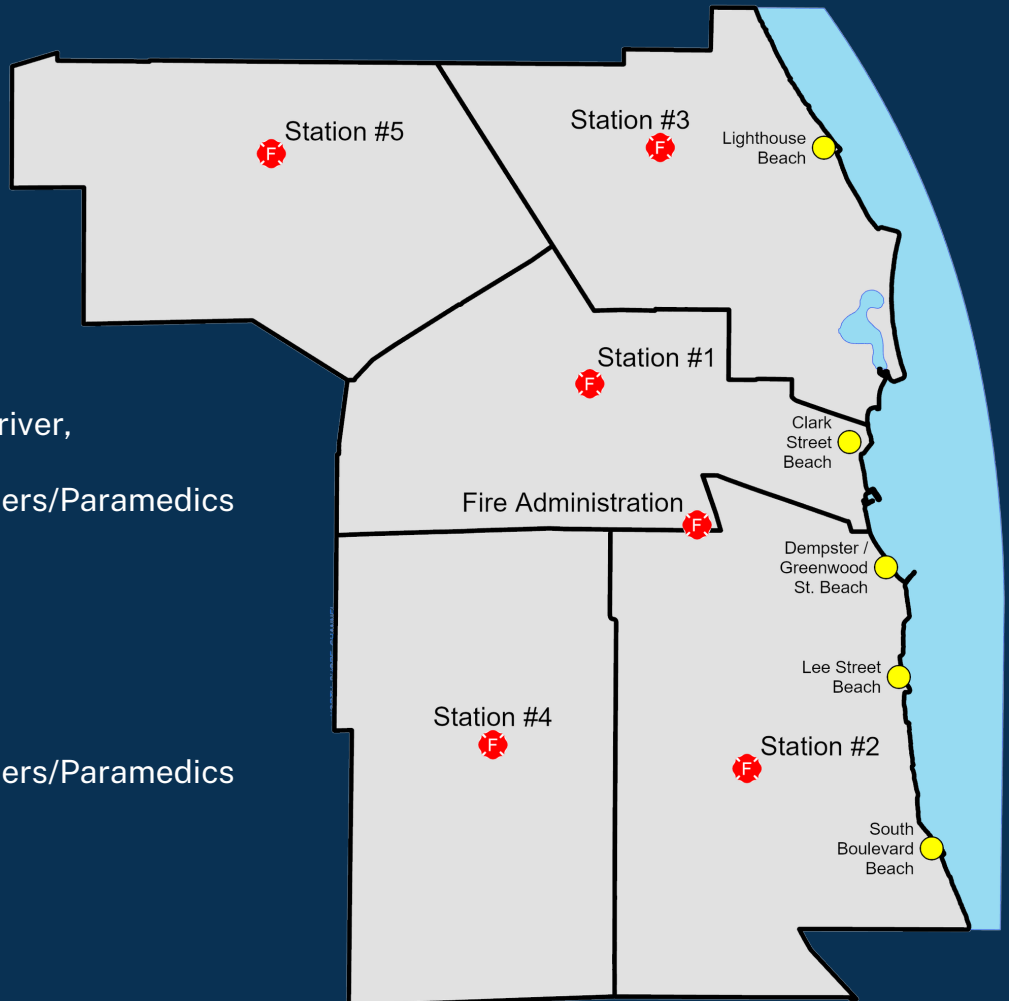


- ISO Class 1
- Accredited Emergency Management City



Operations Map & Staffing

- ❌ **Fire Administration**
Fire Chief
Deputy Chief
Two Division Chiefs
Two Field Chiefs
Prevention Bureau
- ❌ **Station 1**
Battalion Chief
Engine/Squad: Captain, Driver,
Firefighter/Paramedic
Ambulance: Two Firefighters/Paramedics
- ❌ **Station 2**
Engine: Captain, Driver,
Firefighter/Paramedic
Truck: Captain, Driver,
Firefighter/Paramedic
Ambulance: Two Firefighters/Paramedics
- ❌ **Station 3**
Engine: Captain, Driver,
Firefighter/Paramedic
Truck: Captain, Driver,
Firefighter/Paramedic
Ambulance: Two Firefighters/Paramedics
- ❌ **Station 4**
Engine: Captain, Driver,
Firefighter/Paramedic
Ambulance: Two Firefighters/Paramedics
- ❌ **Station 5**
Engine: Captain, Driver,
Firefighter/Paramedic
Ambulance: Two Firefighters/Paramedics



Beach Operations (two shifts per day):
Beach Operations (two shifts per day):
1 Coordinator and 2 Supervisors
1 Manager and 4 Lifeguards at each beach

- South Boulevard
- Lee Street
- Dempster/Greenwood
- Clark Street
- Lighthouse



LIFEGUARD OPERATIONS

The Evanston Fire Department provides comprehensive seasonal lakefront safety operations across five beaches on Lake Michigan: South Boulevard, Lee Street, Dempster/Greenwood, Clark Street, and Lighthouse.

Daily Coverage	Two shifts per day — 1 Coordinator and 2 Supervisors oversee the lakefront
Beach Staffing	1 Manager and 4 Guards at each beach
Seasonal Personnel	130+ seasonal lifeguards, all trained through the department's own Academy
Academy Training	Includes lifeguard certification, CPR, and AED training for all seasonal staff

Community programs



Public CPR & First Aid

As part of its commitment to community safety, the Evanston Fire Department offers four American Heart Association-certified CPR and First Aid courses to the public. Early, high-quality CPR significantly improves the chances of survival for individuals experiencing cardiac arrest, making this training a critical life-saving skill.

Fire Explorers

The Evanston Fire Explorer Post 911 is a youth-oriented program directed at helping young adults who have an interest in the fire service. Our program provides an opportunity for junior high, high school, and college students (ages 14-20) to become familiar with Fire and EMS operations.



Citizens Fire Academy

The Citizen Fire Academy offers community members an inside look at the operations of the Evanston Fire Department. Through hands-on activities and in-depth demonstrations, participants gain a deeper understanding of the department's mission, capabilities, and daily responsibilities, helping to build a well-informed and engaged community.



Sharps Drop Off

Needles and sharps can be dropped off at the Evanston Fire Department, 909 Lake St., Monday through Friday, from 8 a.m. to 4 p.m. Sharps/needles must be in a sealed sharps container. For more information on this program, contact SWANCC at 847-724-9205 or visit swancc.org.

Community Emergency Response

Evanston's Community Emergency Response Team (CERT) is a group of trained volunteers who support the Office of Emergency Management during emergencies and events. CERT members receive basic training in disaster response, fire safety, and light search and rescue, enabling them to assist others before professional responders arrive.



Operational Landscape

Evanston has made meaningful investments in the tools and infrastructure that support a modern fire department. The next Fire Chief will step into an organization that is actively building for the future, with the technology, facilities, and fleet to match the demands of a dynamic community.

Technology & Software Platforms

The department has recently undergone significant technology modernization, and the next Fire Chief will be responsible for maintaining and building on these investments.

Policy Management	Lexipol — Policy and Operational Guidelines Manuals
Fire/EMS Reporting	First Due — implemented March 2026
CAD System	Tyler Technologies CAD — implemented 2025
Incident Command	Tablet Command software
Training Platform	Target Solutions/Vector Solutions
Scheduling Platform	Target Solutions/Vector Scheduling
Apparatus Checks	Target Solutions/Vector Check-It
Alarm Registration	Superion/Cry Wolf
Payroll, Budget, & Purchasing	Tyler Technologies — payroll and invoice/purchase orders

Operational Landscape

Capital Projects & Strategic Initiatives

The incoming Fire Chief will oversee several active and planned capital projects across the department's facilities and fleet.

Fleet & Equipment	
New Vessel	75% grant-funded; expected delivery 2027
New Ambulance	Ordered October 2024; next quote cycle by February 2027
New Engine	Design committee active as of June 2026; RFP in development
Dive Vehicle	The current dive vehicle is a repurposed ambulance — replacement needed to accommodate the full gear load

Station Improvements

Facility improvements are ongoing, with several projects completed, others underway, and future developments planned. Facility improvements are ongoing, with several projects completed, others underway, and future developments planned.

- Hazardous material remediation is required in recreational areas
- Locker room and common area upgrades underway
- Workout area relocation is needed due to the proximity of the apparatus bay
- Recent capital improvements completed: roof, exterior, and HVAC
- New joint public safety facility planned with neighboring agency
- Station alerting system upgrades in progress

Leadership opportunities of this caliber are rare.



The City of Evanston offers the opportunity to lead a respected organization, work alongside talented municipal professionals, and make a lasting impact on a vibrant and engaged community.

The next Fire Chief will have the opportunity to honor a proud tradition of service while helping shape the future of public safety in Evanston.

Ready to lead? Come work with us!

Individuals motivated by public service, collaborative leadership, and the opportunity to make a meaningful difference are encouraged to apply.



cityofevanston.org/employment

Electronic submissions are required. The position will remain open until filled; however, candidates are strongly encouraged to apply by the first review date of August 3, 2026 for optimal consideration.



JOIN US!



**Learn more about
the department**