



Fire Chief

Helena, Montana



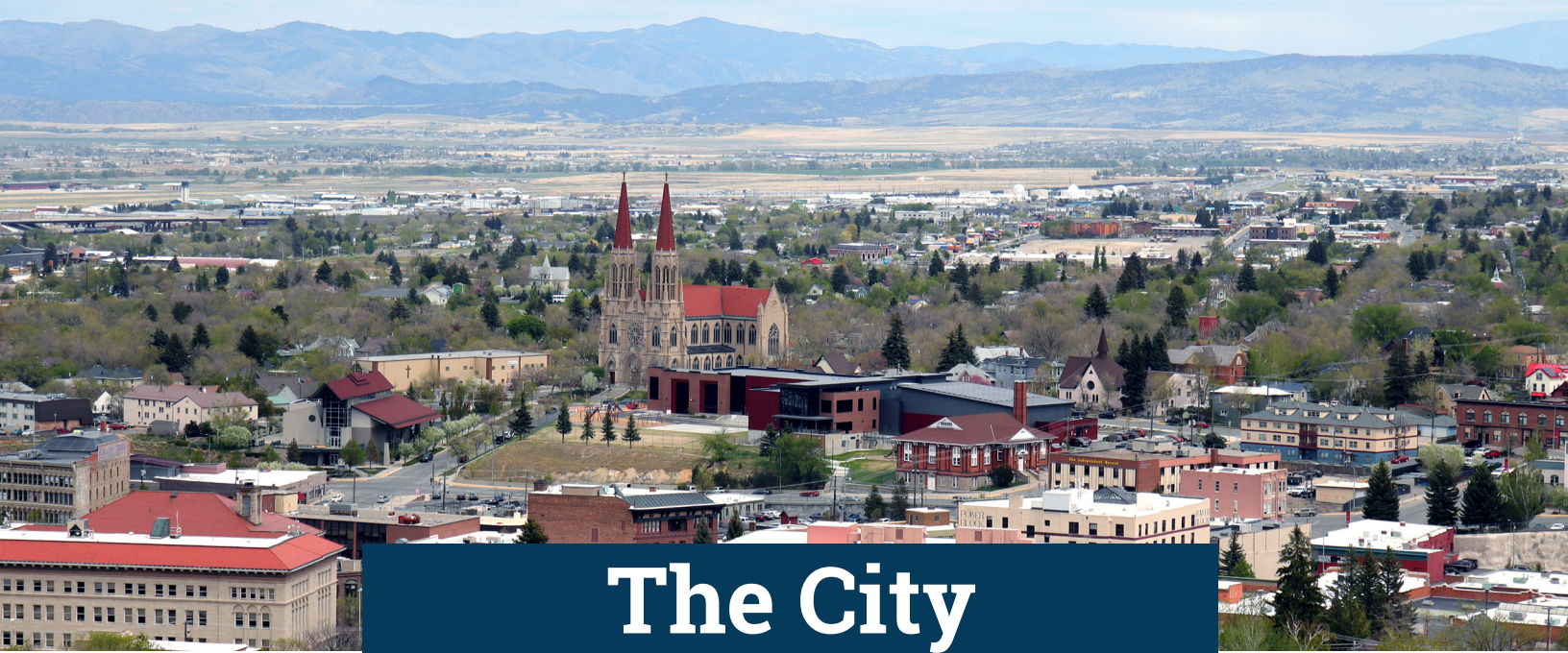
Position Profile

Application first review: June 1, 2026

Submit cover letter & resume to efehr@helenamt.gov.



City of
Helena



The City

Overview

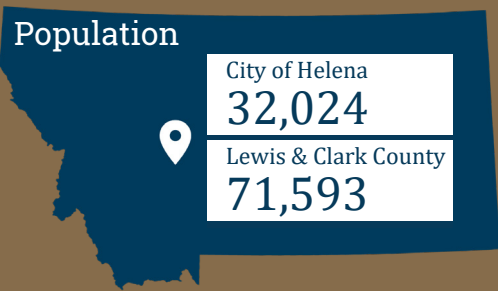
Located near the Missouri River at the eastern foot of the Continental Divide, Helena offers spectacular views and endless recreation opportunities. The City sits in a fertile valley surrounded by rolling hills and lofty mountains. Mount Helena and Mount Ascension form scenic backdrops to the south and west of town, which are home to over 70 miles of recreational trails.

Helena is a centrally located hub for government and business, serving as Montana’s Capitol city and Lewis and Clark County seat. The city is a mid-way point between Yellowstone and Glacier National Parks, and is also a short car ride to the other metropolitan areas in the state.

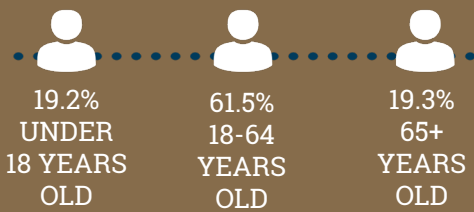
The city boasts a historic downtown with local shops, restaurants, and breweries. Helena’s creativity shines through organizations like the world-renowned Archie Bray Foundation for Ceramic Arts, several local theaters and art museums, the Helena Symphony, and the Montana Historical Society Museum. The area also has a strong educational presence with two public high schools, one private college (Carroll College) and a two-year college (Helena College, University of Montana).

Helena is known as the Queen City, which comes from its rich Gold mining history. Today, you will find a close knit community with a strong connection to its past. It truly is a gem in the middle of the Treasure State.

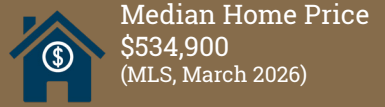
Helena at a Glance



Population by Age



Housing in Helena



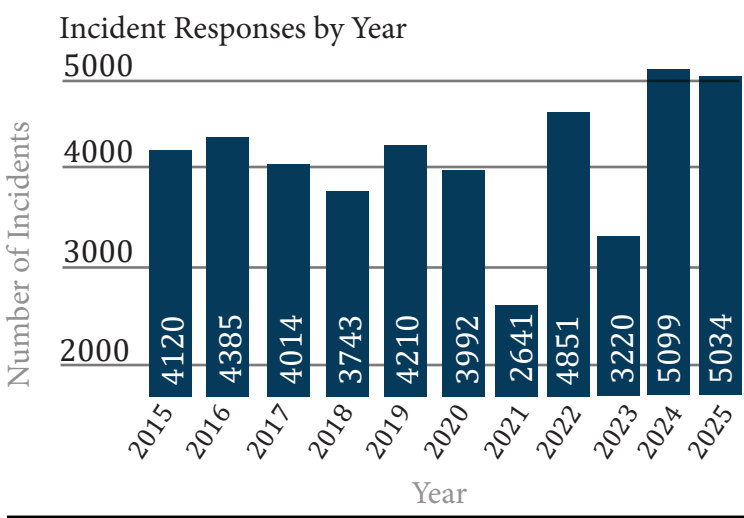


The Department

Overview

The Helena Fire Department serves the City through two fire stations, with a third station currently under construction. The Department administrative staff is located at Station #1 near downtown, next to the Helena Civic Center. Fire Station #2 is located near the interstate, on the east side of town. In addition to structure fire response and emergency medical services, the Fire Department also supports local wildland fire response.

Fire Department Service Data



Responses by Incident in 2025

MAJOR INCIDENT TYPE	% OF INCIDENTS
Fires	1.07%
Overpressure, rupture, explosion, overheating - no fire	0.08%
Rescue & Emergency Medical Service	67.65%
Hazardous Condition (No Fire)	4.93%
Service Call	1.77%
Good Intent Call	12.41%
False Alarm & False Call	8.5%
Severe Weather & Natural Disaster	0.06%
Special Incident Type	0.08%

City Government

The City of Helena is governed by a Mayor and four Commissioners. The City Manager leads departments in carrying out the policies established by the Commission. The Fire Chief is selected and supervised by the City Manager.

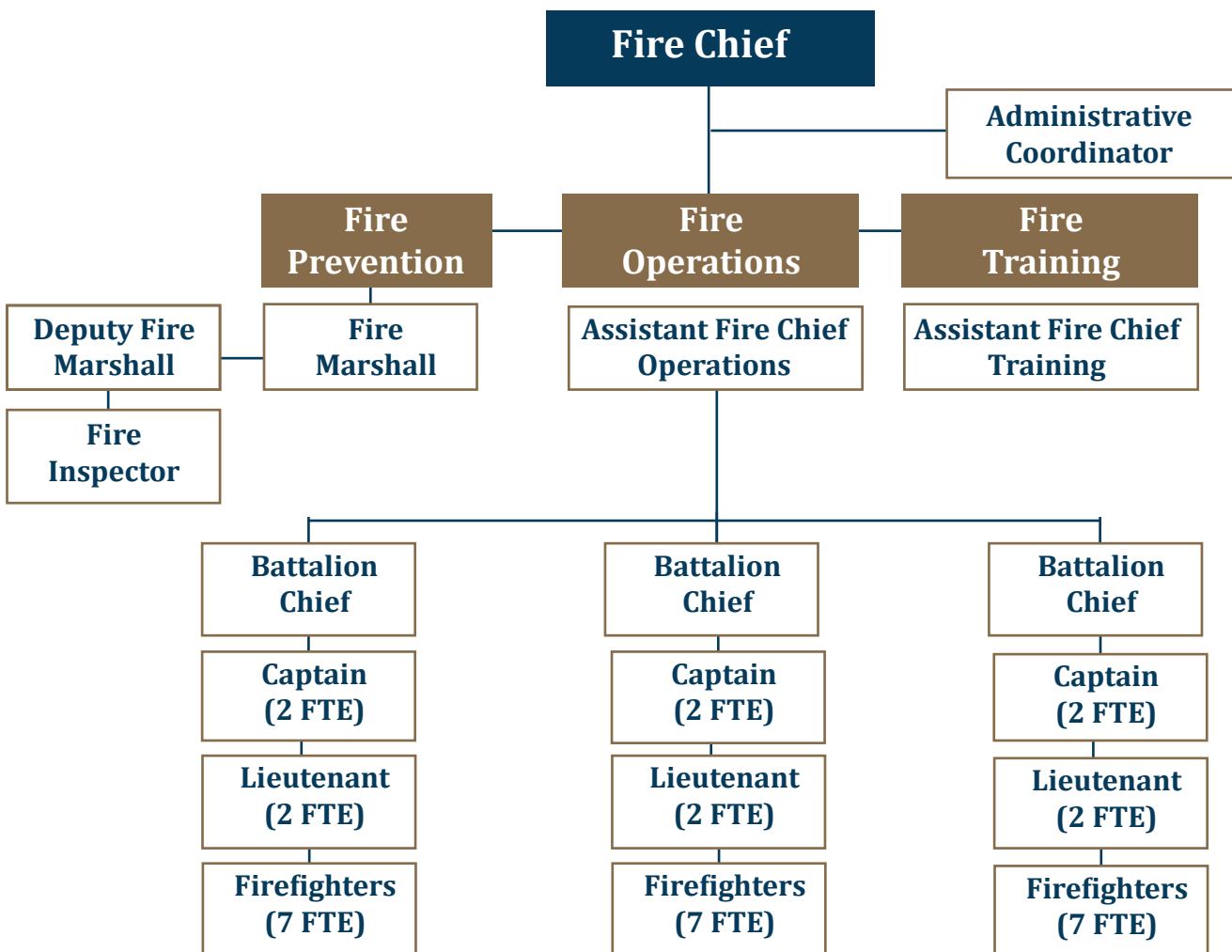




The Department

Leadership Structure

The Fire Chief oversees a staff of 42 full time employees. In addition to managing the department, this position also serves on the City leadership team. In this capacity, the Fire Chief has input and influence on all aspects of City operation and is an integral part of the team that is responsible for the future of the City.





The Position

Overview

Job Purpose

This position is responsible for management of the Fire Department for the City of Helena. The goal of the Department is to prevent fires, provide timely emergency response, coordinate regional resources and fight fires. The Chief will champion fire prevention and work efficiency to ensure the best use of tax dollars and emphasize a Healer vs Hero mentality.

Job Responsibilities

This position provides leadership and guidance to fire and administrative staff. The Fire Chief represents the department to the City Manager and leadership team, other City departments, elected officials, and outside agencies. The Chief is responsible for maintaining harmonious relations with union firefighters, and responsible for effective management, leadership, and participation in grievances, arbitration, labor management committee meetings and labor negotiations. The Fire Chief also develops and manages the Fire Department budget. This position plans, directs and oversees the following activities:

- Fire Operations
- Fire Inspections
- EMS Paramedic non-transport Services/Medical response
- Community Relations
- Research and Fire Stats
- Program Design
- Workload Analysis and Management
- Professional Development
- Fire Prevention
- Regional Emergency Response

Compensation & Benefits

- \$131,000-\$141,000 per year depending on qualifications
- Firefighters' Unified Retirement System
- Use of a take home City vehicle
- Excellent Medical, Dental & Vision Insurance
- 11 paid holidays (12 during election years)
- Vacation & Sick Leave per Montana Statute
- \$25k employer paid life insurance and AD&D
- Ability to participate in 457b deferred



The Position

Qualifications

The work of this position involves the leadership, coordination and oversight of the City of Helena Fire Department. Typical responsibilities include, planning, directing, managing, and overseeing the activities and operations of the department including fire prevention and operations programs and functions; coordinating assigned activities with other City departments and outside agencies; and providing highly responsible and complex administrative support to the City Manager.

The successful candidate will possess proven knowledge of:

- Pertinent Federal, State and local laws, codes and regulations including International Fire Code.
- Program development and administration abilities.
- Modern fire prevention, fire suppression, and rescue principles, practices and techniques.
- Budget management.
- Incident command theory.
- Principles of supervision, management, motivation and leadership.
- Emergency medical services including first aid and CPR.
- Strategic planning skills.

This position requires increased physical demands such as the ability to lift 100 lbs; work within extreme environmental and hazardous conditions and operate a variety of emergency response equipment.

Additional Skills

- Effectively and professionally communicate both orally and in writing.
- Lead and foster a constructive and high-performing work environment.
- Work productively with union employees.
- Make complex decisions.
- Embody and nurture innovation and change.
- Effectively manage conflict.



Applications

Overview

Minimum Qualifications

This position requires a bachelor's degree in Business Management, Fire Science, Public Administration Finance or related field from an accredited college or university. A Master's Degree in a related area is preferred. The position requires a min. of 10 years of progressively responsible fire suppression and prevention experience including at least 3 years of management and supervisory experience at a Battalion Chief level or higher. Other relevant combinations of education and work experience may be evaluated on an individual basis.

License & Certification

Possession of certification in ICS 100, 200, 300, 400 and IFSAC, ProBoard or NFPA 1021 Fire Officer. Executive Fire Officer certification from National Fire Academy and CPSE accredited Chief Fire Officer certification desired.

Equal Opportunity Employer

The City of Helena is an equal opportunity employer. Veterans, minorities, members of the LGBTQ community, and individuals with disabilities are strongly encouraged to apply.

Contact us

Applicants can contact the City of Helena Human Resources department at cityhr@helenamt.gov or (406) 447-8333 with any questions.

First application review:



Visit www.helenamt.gov/employment/



Submit cover letter & resume to Erika Fehr at efehr@helenamt.gov.