

Fire Chief, City of Bristol, Tennessee

Application Deadline: Sunday, November 23, 2025

Assessment Center: Week of December 8, 2025

Final Interviews: Week of January 5, 2026



About the Position

The City of Bristol, Tennessee (pop. Approximately. 27,000), is seeking a dynamic and experienced Fire Chief to lead its progressive, full-service Fire Department. Under the executive direction of the City Manager, the Fire Chief provides strategic leadership, vision, and oversight for all departmental operations, including fire suppression, emergency medical services, fire code enforcement, fire prevention, training, and budget administration.

The City of Bristol, Tennessee Fire Department, provides its full line of services from five strategy placed fire stations across the city through its 80 highly trained members. The city is prepared to offer the successful candidate a comprehensive benefits package including a hiring range of \$114,035 to \$142,543 based on education and depth of experience.

This position plays a key executive role in protecting the lives and property of Bristol's residents, visitors, and businesses. The ideal candidate will bring strong leadership, a commitment to service excellence, and the ability to foster innovation in a collaborative, community-focused organization.

Minimum Qualifications

- **Education:** Bachelor's degree in Fire Science, Business Administration, Public Administration, or a closely related field.
- **Experience:** At least ten (10) years of progressively responsible fire service experience, including eight (8) years in a supervisory or management capacity.
- **Certifications (Required): *Submit copies with application***
 - Tennessee State Firefighter II Standards Certificate
 - Tennessee EMT Certification
 - Fire Officer I, II, and III
 - CPR Certification
 - Completion of the National Incident Management System (NIMS) Incident Command System levels: IS-100, IS-200, IS-700, IS-800, ICS-300, and ICS-400
 - Valid driver's license

*Candidate selected from outside Tennessee must be able to acquire the Tennessee specific requirements within 180 days from date of hire.

Preferred Qualifications: Master's degree and experience in ambulance transport management.

*An equivalent combination of education, training, and experience may be considered.

Knowledge, Skills, and Abilities

- Proven leadership and administrative ability in an all-hazards fire department.
- Expertise in fire suppression tactics, hazardous materials response, and emergency operations.
- Strong communication and interpersonal skills with the ability to engage diverse audiences.
- Proficiency in Microsoft Office, Adobe, and modern fire service technology.
- Demonstrated commitment to integrity, professionalism, and continuous improvement.

Selection Timeline

- **Sunday, November 23, 2025:** Deadline for submission of resumes through the City of Bristol, Tennessee website
- **Week of December 8, 2025:** Assessment Center Process conducted in Bristol, Tennessee, by the University of Tennessee Municipal Technical Advisory Service (MTAS)
- **Week of January 5, 2026:** City of Bristol, Tennessee conducts finalist interview

Equal Opportunity Employer

The City of Bristol, Tennessee, is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act, the City of Bristol will provide reasonable accommodations to qualified individuals with disabilities and encourages prospective and current employees to discuss potential accommodations with the employer.

How To Apply:

Submit your resume and supporting materials by Sunday, November 23, 2025, through the City of Bristol's online application portal at <http://bristoltn.org/jobs.aspx>.