



CAREER OPPORTUNITY

Division Chief

Emergency Medical Services (EMS)

We are currently seeking professional candidates with current Colorado certifications to join our team.

Do you have what it takes to be a part of a growing and progressive organization?

As a Fire District that serves two of the fastest growing Colorado counties, and a premier developing municipality in the Denver-Metro area, Bennett-Watkins Fire Rescue prides itself on being an all-hazards emergency response district.

We believe that every member of our organization plays a vital role in our ability to serve the public. We strive to hire and retain professionals to join our team who are highly motivated and dedicated to helping the district achieve its mission, vision, and values.

THE COMMUNITY



Bennett-Watkins Fire Rescue provides service to geographically and demographically diverse areas of Unincorporated Adams County, Unincorporated Arapahoe County, and the Town of Bennett, Colorado. Our service population is around 10,000 residents and is growing annually. Our community is comprised of mostly rural areas with growing pockets of urban development directly abutting the cities of Aurora, and Denver, Colorado.



Colorado Air & Space Port

In addition to our rural and urban response areas, Bennett-Watkins Fire Rescue provides structural fire, emergency medical services, and aircraft rescue and firefighting (ARFF) response to the Colorado Air & Spaceport. Located in Unincorporated Adams County, Colorado Air and Space Port will serve as America's hub for commercial space transportation, research, and development. Horizontal launch facilities like Colorado Air and Space Port are developing around the world and have the potential to become the foundation for a global suborbital transportation network.





THE DISTRICT

Bennett-Watkins Fire Rescue currently operates under a \$10.7 million dollar annual budget and provides an all-hazard response to a service area covering approximately 365 square miles of Unincorporated Adams County, Unincorporated Arapahoe County, and the Town of Bennett, CO.

Bennett-Watkins Fire Rescue is a combination fire department with a total staff of approximately 70 highly trained and state-certified personnel, comprised of both career firefighters and reserve members. Bennett-Watkins Fire Rescue proudly serves 10,000 district residents and responds to approximately 1,500 calls for service annually.

We provide outstanding service to our community by operating out of three staffed fire stations that provide 24/7 coverage, an administrative building, and a fleet maintenance facility. The district also provides transport emergency medical services to the community with advanced life support (ALS) ambulances.



THE IDEAL CANDIDATE

The Division Chief of EMS is responsible for providing strategic leadership, administration, and oversight of the District's Emergency Medical Services Division. This position plans, develops, coordinates, and evaluates all aspects of the District's EMS delivery system to ensure the highest standards of clinical excellence, patient care, operational readiness, regulatory compliance, and personnel development. The Division Chief of EMS oversees EMS operations, quality improvement initiatives, continuing education, clinical protocols, credentialing, community health initiatives, and EMS system planning while ensuring compliance with all applicable local, state, and federal laws, regulations, and standards.

The Division Chief of EMS provides leadership and oversight of EMS personnel, training, quality assurance, EMS equipment and supplies, regulatory reporting, and collaborative relationships with the District's Medical Director, hospitals, healthcare partners, and regional EMS agencies. This position develops strategic initiatives that enhance patient outcomes, operational efficiency, and organizational effectiveness while serving as a mentor to District personnel and supporting professional growth throughout the organization.

The ideal candidate must demonstrate exceptional leadership, clinical expertise, strategic thinking, and program management abilities while fostering a culture of accountability, innovation, professionalism, and continuous improvement. The District seeks a visionary leader who values collaboration, embraces evidence-based practices, and is committed to developing high-performing EMS professionals who contribute to the District's mission, vision, and values.

The District is committed to serving the community through exceptional emergency medical care, transparency, compassion, and professionalism. District employees are expected to exemplify the highest standards of integrity, ethical conduct, and public service both on and off duty.

POSITION DUTIES INCLUDE BUT ARE NOT LIMITED TO:

- Provides executive leadership and oversight for all Emergency Medical Services programs, clinical operations, and EMS personnel within the District.
- Develops, implements, and evaluates the District's EMS strategic policies, plans, goals, objectives, and operational priorities.
- Oversees clinical quality improvement (CQI), patient care review, protocol compliance, and performance improvement initiatives.
- Serves as the primary liaison with the District Medical Director, receiving hospitals, healthcare systems, regional EMS organizations, and regulatory agencies.
- Ensures compliance with Colorado Department of Public Health and Environment (CDPHE), state EMS regulations, accreditation standards, and all applicable federal, state, and local requirements.
- Develops and administers the EMS Division budget, including capital equipment planning, ambulance replacement, medical equipment, pharmaceuticals, and supply management.
- Oversees EMS credentialing, continuing education, licensure compliance, and competency validation for EMS personnel.
- Leads EMS data collection, reporting, accreditation efforts, and quality assurance initiatives utilizing system performance metrics to improve patient outcomes.
- Collaborates with Fire Operations, Training, Community Risk Reduction, and Administrative Services to support organizational goals and operational readiness.
- Responds as a Chief Officer to significant fire and medical incidents, multiple casualty events, disasters, and other emergency operations as needed.
- Serves as a member of the District's executive leadership team, participating in organizational planning, policy development, and strategic decision-making.
- Supervises, mentors, coaches, and evaluates assigned personnel while fostering leadership development and succession planning throughout the EMS Division.
- Represents the District on local, regional, and state EMS committees, professional organizations, and collaborative initiatives.
- Performs other District duties as assigned.

REQUIRED QUALIFICATIONS (AT TIME OF APPLICATION):

- Colorado Department of Health Emergency Medical Technician – Paramedic
- CDFPC Fire Officer II
- CDFPC Fire Instructor I (or greater)
- CDFPC Hazardous Materials Operations Level (or greater)
- FEMA ICS 100, 200, 300, 400, 700, 800
- Valid Driver's License
- Bachelors Degree or Higher in Fire Service Administration, Organizational Leadership, Public Administration, or other relevant field.
- Minimum of 7-10 years of progressively responsible EMS or fire service experience.
- Minimum of 3-5 years of supervisory or command-level experience, preferably with administrative and strategic leadership experience.

QUALIFICATIONS REQUIRED WITHIN 12 MONTHS OF EMPLOYMENT:

- CDFPC Fire Officer III
- CDFPC Fire Instructor II
- CDFPC NFPA 1403 Live Fire Training Evolutions Fixed Facility Instructor I
- CDFPC Driver Operator
- NFA Incident Safety Officer

COMPENSATION & BENEFITS

Bennett-Watkins Fire Rescue offers a competitive pay and benefits package.

2026 FLSA Exempt Division Chief salary range \$121,000-\$125,000 annually.

Additional competitive benefits include:

- Administrative 4-10 Schedule w/ Flex Time That Promotes Occupational Well-being.
- 100% Employee and 80/20% Family Employer Paid Medical & Dental Benefits
- FPPA Pension Defined Benefit Retirement
- Short Term Disability
- 457B Deferred Compensation Plan
- Paid Vacation, Personal Time, & Sick Leave
- Peer Support Counseling/Employee Assistance Program
- Longevity Pay
- Tuition Reimbursement Program
- Annual Uniform Allowance

- Two (2) of the fastest growing counties in Colorado.
- State of the art equipment, apparatus, and personal protective equipment.
- Fast-paced development-oriented internal growth opportunities
- Specialty teams including Hazmat, Aircraft Rescue & Firefighting (ARFF), and Wildland Fire.
- Short low-traffic 20 minute highway drive to the Denver/Aurora metro area.
- Strong support of professional development and pursuing post-secondary education.



Apply Now!

"Striving to Preserve Life and Property"



Ready to Apply?

- To apply, please send a Cover Letter, Resume, and Supporting Documentation demonstrating minimum qualifications to Employment@BennettFireRescue.org.
- In addition, please complete a district application at <https://www.bennettfirerescue.org/open-positions>.

Submission Deadline & Schedule:

- Friday, August 21st, 2026 at 5:00p.m.
- Tentative interviewing and assessment process is scheduled for the week of August 24th, 2026
- Tentative on-boarding is scheduled for September 2026.

[BennettFireRescue.org/apply](https://www.bennettfirerescue.org/apply)

Questions?

Please contact the District administrative office at 303-644-3572 or
Employment@BennettFireRescue.org