



# North Sioux City Fire Department

## ALL HEART. ALL IN.

## Fire Chief

North Sioux City Fire Department  
Dakota Valley Emergency Services District  
North Sioux City, South Dakota

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## Summary

The Dakota Valley Emergency Services District is seeking a dynamic and experienced Fire Chief to lead the North Sioux City Fire Department (NSCFD) — a progressive combination department providing fire suppression, rescue, and advanced life support (ALS) EMS services to the growing North Sioux City community and surrounding area.

Reporting directly to the District Board of Directors, the Fire Chief is responsible for the development, coordination, direction, planning, and administration of all department functions, including operations, training, fire prevention, and emergency medical services. The ideal candidate will be an operational, hands-on leader who is equally comfortable commanding complex incidents as managing personnel, budgets, and strategic goals.

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## About the Department

The North Sioux City Fire Department serves a population of approximately 8,000 residents across 25 square miles, with a daytime population exceeding 15,000. The department responds to an average of 900 calls annually, providing comprehensive fire suppression, EMS, rescue, and prevention services.

Operating under the Dakota Valley Emergency Services District (DVESD), NSCFD functions as a combination department consisting of paid and volunteer personnel who work together to protect the community. The department operates out of two stations and a newly opened William D. Pappas Training Facility, which supports advanced live-fire, technical rescue, and other training programs.

Administrative leadership includes a Fire Marshal, Operations Manager, and EMS Director, all of whom report to the Fire Chief. The department employs 3 full-time paramedics, 4 part-time paramedics, and maintains a volunteer base of approximately 30 members.

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### Essential Duties and Responsibilities

- Prepare and submit regular reports to the District Board on operations, prevention, EMS, training, and strategic planning initiatives.
- Develop, coordinate, direct, and administer the daily operations of all fire and emergency medical service functions.
- Overseeing DVESD equipment, facilities, and apparatus to ensure operational readiness.
- Develop and implement comprehensive administrative and operational programs, policies, and procedures that enhance service delivery and meet department goals.
- Ensure the effective enforcement of federal, state, and local laws, ordinances, and regulations relating to fire and emergency services.
- Provides oversight of EMS Personnel to ensure compliance with patient care protocols approved by the Medical Director.
- Respond to major fires, disasters, and other emergencies; assume command and manage incident operations as required.
- Collaborate and enter into contracts with surrounding communities and fire districts as needed for mutual aid agreements.
- Evaluate, develop, and maintain department rules, regulations, and standard operating guidelines.
- Review and approve all departmental policies and ensure compliance by all staff and volunteers.
- Perform supervisory duties including staffing, scheduling, assignment and review of work, motivating personnel, conducting evaluations, and administering discipline.
- Evaluate department training needs, provide instruction, and approve training programs.
- Direct and oversee the department's budget, including planning, monitoring, and financial reporting.
- Attend District Board meetings, City Council meetings, CID meetings, and other relevant regional sessions.
- Serve as the department's representative to local, state, and federal agencies, maintaining positive and professional working relationships.
- Lead and participate in public education and community relations programs, including fire and life safety initiatives, citizen inquiries, and media relations.
- Ensure the department's image and operations reflect professionalism, transparency, and public trust.



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- Maintain familiarity with current trends, standards, and legislation in fire and emergency medical services.
  - Perform other related duties as required or assigned.
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### Knowledge, Skills, and Abilities

- Knowledge of technical and operational principles of fire and emergency medical services.
  - Knowledge of modern fire suppression, prevention, safety, and emergency medical treatment techniques.
  - Knowledge of the operation, maintenance, and readiness of fire apparatus, tools, and equipment.
  - Ability to interpret and apply federal, state, and local laws, including NFPA and OSHA standards.
  - Understanding of personnel management principles, including recruitment, labor relations, evaluations, and discipline.
  - Knowledge of administrative and financial management practices, including budget preparation, grant writing, and grant administration.
  - Familiarity with risk management, emergency management, and mutual aid coordination.
  - Ability to plan, direct, and evaluate suppression, prevention, EMS, and education programs.
  - Ability to make quick, accurate decisions in stressful and emergency situations.
  - Ability to manage confidential and sensitive information with discretion.
  - Excellent leadership, communication, and interpersonal skills.
  - Proficiency with computer systems and software for data entry, reporting, and scheduling.
  - Ability to foster a positive and inclusive work environment among both career and volunteer personnel.
  - Ability to establish and maintain effective working relationships with the public, district officials, and regional agencies.
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### Minimum Qualifications

- Minimum 10 years of progressively responsible fire service experience in a senior leadership role within a fire department, with preference of at least five years in a chief-level role.
  - Certified Firefighter II, Fire Officer II, and Fire Instructor I (IFSAC or ProBoard), or the ability to obtain within one year.
  - Certified and active EMT (NRP or State-Licensed), with preference of a Paramedic License.
  - Valid driver's license with no restrictions
  - Completion of ICS 100, 200, 300, 400, 700, and 800.
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### Preferred Qualifications

- Bachelor's degree in Fire Science, Emergency Management, Public Administration, or a related field.
  - Graduate of the National Fire Academy Executive Fire Officer (EFO)
  - CPSE Chief Fire Officer (CFO) designation.
  - Experience managing department budgets and capital improvement projects.
  - Proven experience in volunteer recruitment, retention, and leadership development.
  - Grant writing and financial management experience.
  - Experience reporting to a Fire District Board or governing authority.
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### Compensation & Benefits

- Competitive salary commensurate with qualifications and experience.
- Comprehensive benefits package
- Paid vacation and sick leave, uniform allowance, and professional development support.
- Assigned department vehicle provided.
- Residency within the Dakota Valley Emergency Services District preferred; must live within 10 miles of the district boundary.



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### How to Apply

Submit a cover letter, résumé, and three professional references to:

North Sioux City Fire Department – Board of Directors

Attn: Fire Chief Hiring Committee

Email: [tyler@nscfd.org](mailto:tyler@nscfd.org)

Mailing Address: PO Box 1520, North Sioux City, SD 57049

Application Deadline: 12/31/2025

Anticipated Start Date: 03/01/2026

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### Equal Opportunity Statement

The North Sioux City Fire Department is an Equal Opportunity Employer. All qualified applicants will be considered without regard to race, color, religion, sex, national origin, age, disability, or veteran status.