

# DEPUTY

# FIRE CHIEF

## Grand Junction Fire Department



CITY OF  
**Grand Junction**  
COLORADO



## THE COMMUNITY

Grand Junction is Western Colorado's hub for healthcare, education, culture, and commerce. Nestled at the confluence of the Colorado and Gunnison Rivers and framed by the Grand Mesa, the Book Cliffs, and the Colorado National Monument, the city offers a rare combination of natural beauty and opportunity.

With more than 70,000 residents and a regional reach of over 160,000, Grand Junction provides the amenities of a larger city while maintaining a welcoming, small-town feel. Boasting over 245 days of sunshine each year, it is a paradise for outdoor enthusiasts who hike, bike, raft, fish, and ski against some of the West's most breathtaking backdrops.

Downtown is vibrant with festivals, art walks, and public art, while the surrounding wine country features more than 30 local wineries. Colorado Mesa University, enrolling over 11,000 students, further enriches the community's cultural and educational life. The Grand Junction Regional Airport provides convenient access to major destinations across the West, enhancing both connectivity and opportunity.

Learn more about all that Grand Junction has to offer through [Visit Grand Junction](#).

## THE ORGANIZATION

The City of Grand Junction is a home-rule municipality operating under a Council-Manager form of government. With more than 850 full-time employees, the City provides a full spectrum of municipal services including public safety, utilities, transportation, parks and recreation, and destination marketing.

City employees are guided by three core values: Continuous Improvement, Collaborative Partnerships, and Exemplary Service. These values are reflected in the City's approach to governance, where innovation, teamwork, and accountability are embedded in the culture. City leadership takes pride in building strong community connections and regional partnerships to advance long-term priorities.

# THE FIRE DEPARTMENT

Founded in 1889, the Grand Junction Fire Department (GJFD) is celebrating 137 years of service to the community. It is the largest fire department between Denver and Salt Lake City and is recognized as the premier provider of fire and emergency services in western Colorado.

GJFD is an all-hazards, full-service career department that responds to a wide range of emergencies including fire suppression, EMS first response and transport (including interfacility) hazardous materials response, wildland fire, and technical rescue. Crews train extensively to ensure readiness across all these disciplines, supported by a culture of professionalism and dedication. The department's personnel are represented by IAFF Local 2808, with a labor-management relationship that fosters effective communication and partnership.

The department currently provides service from seven stations, a fire administration building, and a regional training complex. It responds to more than 21,000 incidents annually, serving a first-response area of 93 square miles and an ambulance service area of 649 square miles. With 195 personnel and a budget of \$39 million, the department has experienced significant growth in recent years, fueled by community support and a dedicated first responder tax that has funded new facilities, apparatus, and staffing. In 2027, GJFD will host the inaugural Colorado Smoke Diver program, further demonstrating its commitment to innovation and professional excellence.

GJFD is nationally accredited through the Commission on Fire Accreditation International (CFAI), a mark of organizational excellence achieved by only a select number of departments nationwide. The department also holds an ISO Public Protection Classification of 2/2X, with a commitment to achieving Class 1 in the future. Together, these designations reflect both the department's operational strength and its dedication to continuous improvement.

The Grand Junction Fire Department was pleased to welcome Peter Skeris as the City's next Fire Chief in February of this year. Chief Skeris brings nearly 30 years of fire service leadership experience, including extensive operational and executive leadership roles with the Charlotte Fire Department in North Carolina. Most recently, he oversaw daily operations for 45 firehouses, 67 staffed apparatus, and nearly 1,100 personnel. In 2025, he was awarded the Medal of Valor by the North Carolina Firefighters Association. Chief Skeris is committed to supporting department members and their families, strengthening community partnerships, and continuing the exceptional, reliable, and compassionate service the Grand Junction community expects.



# DEPUTY FIRE CHIEF POSITION AND THE IDEAL CANDIDATE

The Deputy Fire Chief is a key member of the Fire Department's leadership team, directing, managing, and supervising the activities of either the Administration or Operations Division within a modern, full-service fire department. This role provides day-to-day divisional leadership, manages personnel and resources, develops, implements, and evaluates policies and procedures, and prepares analytical reports and special studies to support informed decision-making. The Deputy Fire Chief also supports strategic planning and long-term visioning, coordinates initiatives with other divisions, City departments, and external agencies, and provides highly responsible administrative support to the Fire Chief.

GJFD seeks a collaborative, forward-thinking leader with progressive Fire and EMS experience and credibility with frontline personnel. The ideal candidate pairs strong command presence with a people-centered leadership style, communicating clearly, coaching and developing others, and setting consistent expectations and accountability, while helping shape and implement department priorities. The successful candidate will bring significant command-level experience in a comparable organization and a demonstrated ability to lead teams through complex operational and organizational demands.

The ideal candidate values internal development, supports clear career pathways across all ranks, and fosters a culture grounded in trust, accountability, and continuous improvement. The Deputy Fire Chief also serves as a professional representative of the department, engaging effectively with employees, community partners, and stakeholders in alignment with the Fire Chief's vision and the City's organizational priorities.



# LEADERSHIP COMPETENCIES

GJFD, in alignment with the City's organizational priorities, has identified a set of leadership competencies as essential for the next Deputy Fire Chief. These qualities represent the foundation of how the City expects its leaders to inspire, guide, and deliver results. The successful candidate will embody these attributes and bring them to life through their leadership:

**Instills Trust:** Gaining the confidence and trust of others through honesty, integrity, and authenticity.

**Ensures Accountability:** Holding self and others accountable to meet commitments.

**Decision Quality:** Making good and timely decisions that keep the organization moving forward.

**Drives Vision and Purpose:** Painting a compelling picture of the vision and strategy that motivates others to action.

**Communicates Effectively:** Developing and delivering multi-mode communications that convey a clear understanding of the unique needs of different audiences.

**Plans and Aligns:** Planning and prioritizing work to meet commitments aligned with organizational goals.

**Strategic Mindset:** Seeing ahead to future possibilities and translating them into breakthrough strategies.

**Manages Complexity:** Making sense of complex, high quantity, and sometimes contradictory information to effectively solve problems.

**Courage:** Stepping up to address difficult issues, doing what is right, not popular.

**Collaborates:** Building partnerships and working collaboratively with others to meet shared objectives.

## MINIMUM QUALIFICATIONS

Five (5) years of increasingly responsible fire suppression, prevention and EMS experience including two (2) years of supervisory experience at the rank of Battalion Chief within the Operations Division.

Associates degree in Fire Science, Fire Service Administration, Public Administration, or a related field.

A valid Colorado State driver's license, or ability to obtain, is required by the time of hire.

Able to pass city-required background, drug screen, and medical examinations.

# PREFERRED QUALIFICATIONS

Bachelor's degree from an accredited college or university with major course work in fire science, fire administration, public administration, business or a related field supplemented with related training from the National Fire Academy or other courses in fire and emergency services.

Progressive leadership experience at the Battalion Chief, Assistant Chief, Deputy Chief, or equivalent command-level position within a full-service fire department.

Experience and demonstrated ability in working collaboratively with the Fire Chief, City leadership, department directors, community partners, and external agencies, navigating complex organizational and politically sensitive environments with professionalism and sound judgment.

# STRATEGIC OPPORTUNITIES FOR THE NEXT DEPUTY FIRE CHIEF

The Grand Junction Fire Department has a strong record of service and enjoys an exceptional reputation locally and regionally. Like any high-performing agency, however, it faces important challenges that will require focused leadership from the next Deputy Fire Chief. Key challenges include:

**Addressing Call Volume and Deployment:** Increasing call volume, particularly in the city's core, has created workload imbalances among stations. The Deputy Fire Chief will evaluate staffing, deployment models, and resource allocation to improve response reliability, support personnel wellness, and strategically integrate the future eighth station.

**Operational Leadership and Development:** There is an opportunity to strengthen operational consistency, communication, and succession planning. The Deputy Fire Chief will reinforce clear expectations, enhance accountability, and support leadership development, particularly among Battalion Chiefs and future Chief Officers.

**EMS:** While the department maintains a strong EMS reputation, interfacility transports impact 911 availability. With the addition of the new Community Paramedic Program, the Deputy Fire Chief will help evaluate and refine deployment strategies to ensure sustainable, high-quality service delivery across emergency response, non-emergent transport, and community-based care initiatives.



# COMPENSATION AND BENEFITS

**Expected Hiring Range:** \$162,094 - \$171,974, DOQ

**Comprehensive Executive Benefits Package**, including:

- Medical, dental, and vision insurance
- Life and AD&D, short- and long-term disability
- FPPA Defined Benefit Pension
- 457(b) deferred compensation with 1% City contribution
- Paid Time Off, including eleven paid holidays
- 40 hours of Paid Time Off awarded upon hire
- Access to the City's Employee Health Center (primary care, physical therapy, massage therapy, behavioral health)
- City's Employee Child Care Center
- Employee Assistance Program, wellness incentives, and voluntary benefits
- Take-home City vehicle

## HOW TO CONFIDENTIALLY EXPLORE THIS OPPORTUNITY

Confidential inquiries are encouraged prior to submitting a formal application.

Interested individuals who would like to speak with Fire Chief Peter Skeris about this opportunity are encouraged to contact Administrative Specialist Suzanne Erickson via email to request a confidential call. Suzanne will coordinate and schedule a time.

- Suzanne Erickson | [suzanne.erickson@gjcity.org](mailto:suzanne.erickson@gjcity.org)

## VISITING GRAND JUNCTION

Serious candidates are welcome to visit the community and the Grand Junction Fire Department prior to the formal selection process. Candidates interested in coordinating a visit are asked to contact Administrative Specialist Suzanne Erickson.

- Suzanne Erickson | [suzanne.erickson@gjcity.org](mailto:suzanne.erickson@gjcity.org)



# HOW TO APPLY

Submit a City application and resume online at [gjcity.org/jobs](https://gjcity.org/jobs).

The City will accept applications between March 6, 2026, and April 5, 2026.

## OVERVIEW OF THE PROCESS

- The city will review applications and resumes to invite a selected number to a virtual interview.
- Selected applicants will be invited to an on-site process that will involve a “meet and greet” social event with your spouse, a presentation and various interviews.
- Top candidate(s) will be asked to submit to a background investigation with the selected candidate completing a medical exam and drug screen.

## TIMELINES

The City will strive to adhere to this schedule; however, adjustments may be made as necessary. Those invited will receive confirmation of the final dates.

- Virtual interviews the week of April 13, 2026
- On-Site Process the week of May 4, 2026
- Background Investigations during the weeks of May 11 and May 18, 2026

## START DATE

The City's preference is for the new Deputy Fire Chief to begin as soon as possible after background investigations are complete. At the same time, the City recognizes that most candidates are serving in critical roles within their current organizations and will need to ensure a smooth transition. Accordingly, the City will work collaboratively with the selected candidate to determine an appropriate start date.

