

Deputy Director – Public Safety

Full-time w/benefits | Starting Salary Range: \$81,206 - \$105,567 (based on experience)

Accomack County is seeking a highly experienced and strategic public safety professional to serve as **Deputy Director of Public Safety**. This leadership position operates under minimal supervision and plays a critical role in assisting the Director of Public Safety in setting strategic direction, overseeing operations, and ensuring the achievement of the County's goals, policies, and performance standards.

The Deputy Director may serve as Acting Director in the Director's absence and is responsible for making interpretive and operational decisions to effectively execute departmental goals.

This is an exciting opportunity for a dedicated leader with strong emergency services experience, exceptional management capabilities, and a commitment to public service excellence.

Key Responsibilities

- Assist in developing and administering departmental goals, objectives, policies, and strategic initiatives.
- Provide oversight and supervision to uniformed and non-uniformed public safety personnel, including administrative and supervisory staff.
- Manage all-hazards emergency planning, including severe weather events, contingency planning, and special events.
- Serve as liaison to local hospitals, Medical Directors, community groups, and governmental entities.
- Review, develop, and modify operational procedures, work plans, and staffing schedules.
- Oversee training programs and ensure compliance with certifications and continuing education requirements.
- Manage department equipment, facilities, and vendor relationships.
- Promote teamwork, resolve operational conflicts, and foster open communication.
- Monitor compliance with medical protocols and standards of care.
- Represent the County in meetings, conferences, and public presentations.
- Coordinate workforce, financial resources, materials, and equipment to ensure efficient operations.

Minimum Qualifications

- Undergraduate degree in personnel management, systems management, or a closely related field; **or**
- Equivalent combination of education and supervisory experience.

- Minimum of **seven (7) years** of experience in fire/rescue/EMS, including supervisory, managerial, and budgetary responsibilities.

Preferred Qualifications

- Bachelor's degree in Emergency Management or related field.
- Four (4) to six (6) years of emergency management experience.
- Extensive experience in strategic planning and multi-agency coordination.

Required Certifications & Licenses

- Virginia EMT-Intermediate or Paramedic certification (VDH Office of EMS).
- TEMS sanctioned; compliant with Operational Medical Director requirements.
- ACLS, PALS, and CPR certifications.
- American Heart Association BLS Instructor certification (or equivalent).
- NIMS-compliant Incident Command System coursework.
- Virginia Department of Fire Programs certifications including:
 - Firefighter II
 - ITR Module II
 - Driver/Pump Operator
- EVOC certification.
- MCI Level I certification.
- Valid driver's license.
- Successful completion of background check, DMV records check, and drug screening (with annual DMV review thereafter).

Knowledge, Skills & Abilities

- Comprehensive knowledge of emergency medical and fire-rescue operations.
- Strong understanding of laws, ordinances, safety standards, and regulatory requirements.
- Proven leadership ability with experience supervising diverse teams.
- Exceptional analytical, planning, and problem-solving skills.
- Ability to make sound decisions in high-stress and emergency situations.
- Effective communicator with strong interpersonal and presentation skills.
- Ability to manage complex operations spanning multiple work units.
- Commitment to fostering a collaborative, disciplined, and high-performing work environment.

Excellent benefits package includes participation in the Virginia Retirement System, vacation, sick leave, life insurance, health insurance, and professional development expenses.

Please apply using the link below:

<https://www.co.accomack.va.us/Home/Components/JobPosts/Job/1500/423>

Online applications are preferred and can be obtained here. **First consideration given to applications received prior to 4:30 p.m. on Thursday, March 12, 2026.**

For questions, or to request accommodation, please contact: Human Resources, 757-787-5710 or AskHR@co.accomack.va.us

Accomack County is committed to an inclusive and diverse workforce.