

DEPARTMENT OF FIRE & RESCUE SERVICES CHIEF

LOWER ALLEN TOWNSHIP



Why Apply?



Lower Allen Township offers its next Fire Chief a unique opportunity to shape the future of a growing combination fire department. The Township provides strong community and elected-official support, quality apparatus and equipment, progressive municipal services, and an excellent quality of life near Harrisburg. The new chief will have an opportunity to establish a clear vision, strengthen organizational structure, and unite career personnel with two longstanding volunteer fire companies. With supportive leadership and a community expecting high-quality service, the next chief can build upon Lower Allen's strengths while helping create an increasingly integrated, professional, and sustainable fire rescue organization.



Lower Allen Township is a well-established community of approximately 21,000 residents located just 5 miles southwest of downtown Harrisburg, across the Susquehanna River. Its location provides quick access to downtown Harrisburg while offering the quieter feel of established tree-lined neighborhoods, newer neighborhoods, and pockets of open space. With convenient highway access, much of the Harrisburg Capital Region is within an easy drive, and Harrisburg International Airport is roughly 12 to 15 miles away.

Lower Allen is made up of distinctive neighborhoods rather than a traditional downtown, and residents have long identified that neighborhood character as one of the community's greatest strengths. Residents enjoy a broad mix of restaurants, breweries, grocery stores, and everyday services, along with Capital City Mall—one of the region's premier shopping destinations.

Outdoor recreation is equally close to home. The Township maintains nearly 166 acres of parkland, anchored by the 110-acre Lower Allen Community Park. Yellow Breeches Creek flows through the park, providing opportunities for trout fishing and paddling along one of Pennsylvania's designated Scenic Rivers. The park also offers nature trails, athletic fields, playgrounds, a dog park, creekside camping, and plenty of room simply to enjoy the outdoors. Sledding and cross-country skiing are also popular here in winter.

Community traditions remain an important part of life in Lower Allen. The Lisburn Community Fire Company's four-day Olde Time Festival has been a summer tradition for generations, complete with rides, live music, barbecue chicken, hayrides, and its popular antique tractor parade. Events like these reflect the strong community spirit and neighborly character that continue to define the Township.



LOWER ALLEN TOWNSHIP

Formed in 1850, Lower Allen Township is a First Class Township serving approximately 21,000 residents across 10.3 square miles in Cumberland County, Pennsylvania. The Township has a 2026 budget of nearly \$30 million and is governed by a five-member Board of Commissioners, all elected at large, with a Township Manager responsible for day-to-day operations.

Lower Allen Township includes a diverse mix of residential neighborhoods, commercial and industrial development, a state correctional institution, a large regional mall, and several senior living communities. The convergence of Route 15, I-83, Route 581, and the Pennsylvania Turnpike makes Lower Allen an important regional transportation hub, while a flood-prone creek adds another dimension to the community's geography. Continued residential development, including a Traditional Neighborhood Development and redevelopment of a local golf course as a 55+ community, is expected to contribute to the Township's continued growth.



THE DEPARTMENT OF FIRE & RESCUE SERVICES

The Department of Fire & Rescue Services (DFRS) is a combination fire and rescue organization providing fire, medical, rescue, and life safety emergency services throughout Lower Allen Township. Career personnel and Lower Allen Fire Company operate from Station #1 at the Township's Municipal Services Center, while Lower Allen Fire Company also staffs Station #2. Lisburn Community Fire Company operates from its station in Lisburn. DFRS provides mutual aid to neighboring jurisdictions as needed. A paid driver-operator program supplements volunteer response by providing 24/7 apparatus coverage, typically with 1 to 3 personnel on duty at a given time. The Township's Emergency Medical Services (LATEMS) provides 24/7 basic, intermediate, and advanced life support services.

In 2025, DFRS responded to 2,346 calls for service: 1,193 by Township career personnel; 927 by Lower Allen Fire Company; and 226 by Lisburn Community Fire Company. DFRS operates with a 2026 budget of approximately \$3.2 million.

DFRS includes 11 full-time and 14 part-time employees. Its leadership and administrative team includes the Fire Chief, Fire Codes Compliance Official, Training and Recruitment Officer, 2 chief officers from Lower Allen Fire Company, 2 chief officers from Lisburn Community Fire Company, and an Administrative Assistant.





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THE CHIEF

Reporting to the Township Manager, the Department of Fire & Rescue Services Chief provides strategic leadership, operational oversight, and administrative direction for the Department. As a key member of the Lower Allen Township Leadership Team, the Chief plays a critical role in advancing the Township's commitment to its "Community First" philosophy while ensuring the safety and well-being of residents, businesses, visitors, and emergency responders. The Chief responds to significant emergency incidents when necessary and may serve as the Township Local Emergency Management Coordinator.

OPPORTUNITIES FOR LEADERSHIP

1) **Unifying a Combination Fire Organization**

Lower Allen's service model includes Township career Fire personnel and two independent volunteer fire companies. The next chief will need to bridge existing gaps, build trust, clarify relationships, and create greater organizational unity while respecting the history, identity, and contributions of the volunteer companies. Establishing common expectations, training standards, and a shared mission will be critical.

2) **Organizational Structure, Leadership & Accountability**

Stakeholders identified a need for stronger leadership, clearer direction, and greater organizational structure. The next chief will have an opportunity to establish a vision and goals, clarify the chain of command, strengthen policies and procedures, define leadership responsibilities, and create consistent accountability throughout the organization.

3) **Recruitment, Retention & Workforce Sustainability**

Recruiting and retaining both career and volunteer personnel will remain a significant challenge in a competitive regional environment. The next chief will need to strengthen volunteer participation, evaluate career and hybrid staffing strategies, support training and professional development, and develop future leaders while creating a sustainable workforce model.

4) **Growth, Service Demand & Long-Term Sustainability**

Continued development, increasing call volume, and an approaching community buildout will require thoughtful long-term planning. The next chief will need to evaluate future staffing, funding, apparatus, facilities, training, and service delivery while working with Township leadership to determine what the fire and EMS system should look like 5, 10, and 20 years from now.



THE IDEAL CANDIDATE

- **Combination Fire Service Leader** – Understands career and volunteer fire service and can bring personnel together around common standards, expectations, and mission.
- **Fire Service Leader** – Brings meaningful experience with both fire and EMS.
- **Visionary & Strategic Leader** – Establishes a clear organizational direction, sets achievable goals, and develops a long-term plan for the future of fire and EMS services.
- **Servant Leader with Presence** – Visible, approachable, humble, and engaged with employees, volunteers, Township leadership, and the community.
- **Strong Communicator & Relationship Builder** – Listens well, communicates decisions clearly, and builds trust even when navigating difficult issues.
- **Accountable Leader** – Establishes clear expectations, leads by example, and consistently holds personnel and leaders accountable.
- **Operationally Credible Firefighter** – Brings strong fireground command experience, core firefighting knowledge, and credibility with operational personnel.
- **Political & Government Savvy** – Understands municipal government, works effectively with elected officials, and can successfully advocate for organizational needs.
- **Coach & Mentor** – Develops officers and future leaders while strengthening training, professional development, and succession planning.
- **Financially & Administratively Competent** – Understands budgeting, funding, staffing, policies, strategic planning, apparatus, facilities, and long-term resource needs.
- **Regional & Mutual Aid Partner** – Brings experience operating in regional mutual aid systems and building effective relationships with neighboring agencies.

EDUCATION & EXPERIENCE

- Bachelor's degree with major coursework in public administration, fire administration, or a related field.
- 10 years of combined experience in fire rescue training, fire suppression, fire prevention, emergency medical response, and emergency preparedness.
- 5 years of progressively responsible management and supervisory experience in an emergency services department at the Battalion Chief, District Chief, Department Chief, or higher level.
- An equivalent combination of education, training, and experience that provides the required knowledge, skills, and abilities may be considered.

CERTIFICATIONS

- Current Pennsylvania EMT or National Registry EMT certification.
- NIMS/ICS 100, 200, 300, 400, 700, and 800.
- The following DoD, IFSAC, or Pro Board certifications: Firefighter II; Fire Officer IV; Fire Inspector I; and Fire Instructor I.
- Required EMT and Firefighter/Fire Officer certifications must be maintained throughout employment.

PREFERRED

- Master's degree.
- Minimum of 5 years of executive-level experience as a senior manager or leader in an emergency services department, such as an Assistant/Deputy Fire Chief or Fire Chief.
- Chief Fire Officer (CFO) designation from the Center for Public Safety Excellence (CPSE).
- Graduate of the National Fire Academy's Executive Fire Officer Program.
- Preferred DoD, IFSAC, or Pro Board certifications: Fire Inspector II; Fire Instructor II; Public Fire and Life Safety Educator II; and Incident Safety Officer.



COMPENSATION & BENEFITS

Lower Allen Township offers an annual salary range of \$95,000 – \$110,000, based on qualifications and experience, along with a take-home vehicle and a comprehensive benefits package.

RESOURCES

[2026 Township Budget](#)

[Department of Fire & Rescue Services](#)

[Lower Allen Fire Company](#)

[Lisburn Community Fire Company](#)

[Department Org Chart](#)

[Cumberland Valley Visitors Bureau](#)



**TO
APPLY**

Apply Online: gmphr.com

First Review: October 25, 2026

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