

Chief of the Charlottesville-Albemarle Rescue Squad (CARS)

Position Overview

The Chief of the Charlottesville-Albemarle Rescue Squad (CARS) serves as the central operational leader and public representative of the organization. The Chief plays an indispensable role in shaping the organization's future and its impact on the Charlottesville-Albemarle community. This is an opportunity to lead a thriving team of dedicated volunteers, foster meaningful community connections, and ensure the delivery of life-saving services with excellence and compassion. This role requires a dynamic individual capable of leading from the front while fostering collaboration and supporting all members. The Chief works closely with key community partners, including the Charlottesville Fire Department (CFD) and Albemarle County Fire Rescue (ACFR), to uphold and advance the organization's mission of delivering high-quality emergency medical services (EMS) as part of a regional collaborative. The Chief will also continue CARS's commitment to deeply engaging in the community. This position is not intended for operational staffing.

Key Responsibilities

Leadership & Member Development:

- Provide vision and direction for the organization, aligning goals with community needs and EMS standards.
- Foster a positive, inclusive culture that supports member growth, teamwork, and professional development.
- Mentor and guide members to excel in their individual responsibilities, patient care, and personal development.
- Handle conflicts, challenges, and disciplinary issues with professionalism.
- Ensure member safety at all times.
- Leadership in implementing the Strategic Plan and Mission Statement as outlined by the Board of Directors.
- Oversee recruitment, retention, and training of volunteer members in all their roles.

Operations Management:

- Ensure all members are appropriately trained and meet or exceed required competencies.
- Appoint Crew Captains, line officers, and committee members who demonstrate effectiveness in their roles.
- Maintain and enforce minimum staffing levels, addressing any gaps proactively.
- Monitor and resolve incidents that fail to meet the organization's care standards.
- Oversees all committees in the agency's organizational structure.

- Respond to major complicated incidents in a leadership and/or support role as needed.
- Back up the officer on call.
- Oversee specialty rescue teams.

Partnership with Regional Public Service Agencies:

- Act as the primary liaison to the City of Charlottesville, County of Albemarle, and all public safety partners.
- Foster and maintain strong relationships with these organizations to ensure smooth day-to-day operations and address challenges promptly.

Engagement with Community Groups:

- Lead and expand outreach initiatives, including the CARS CARES program, to promote community well-being and engagement.
- Represent CARS in meetings with community organizations to maintain and strengthen partnerships in service to the community.

Administrative Duties:

- Maintain OEMS licensure and fulfill OEMS and other regulatory body requirements.
- Participate in regular meetings with the Board and maintain open communication with the President.
- Serve as an ex-officio Board member.
- Collaborate with the Board in creating the annual budget.
- Adhere to governance and budgetary guidelines, presenting and justifying budgetary or procurement needs exceeding pre-approved limits.

Qualifications:

- A four-year degree in a related field with a master's degree strongly preferred.
- Virginia EMT-Intermediate or Paramedic certification, with Paramedic certification preferred. Out-of-state candidates should obtain Virginia reciprocity within 90 days of hire.
- Minimum of 6 years of progressively increasing responsibility in EMS leadership, supervision, and management.
- ICS 300 required or obtained within one year of hire. Additional leadership courses are preferred (such as ICS 400, Chief EMS Officer, Supervisory EMS Officer).
- American Heart Association BLS, ACLS, and PALS certifications current or obtained within 90 days of hire.

Skills:

- Exceptional organizational skills with the ability to balance strategic vision and daily operations.
- Strong interpersonal and leadership abilities, with a focus on mentoring and conflict resolution.
- Capacity to receive and act on constructive criticism with professionalism and focus.
- Deep understanding of EMS operations, regulations, and standards.
- Proven experience managing relationships with external organizations and community partners.

Other Requirements:

- Reside within a 30 minute drive of the CARS station.
- Valid Virginia driver's license.
- Virginia EVOC II within six months of hire.
- Other duties as assigned and necessary for the effective operation of CARS.
- Ability to work flexible hours as needed to accomplish objectives. Must be available for periodic meetings after hours.
- Must pass a background check.
- Must pass all requirements outlined in the [Virginia BLS functional position description](#).

The Board of Directors reserves the right to revise these requirements at any time.

Salary and Benefits:

- Salary range on hire between \$100,000 and \$125,000.
- Health insurance coverage.
- Retirement contribution.
- Paid time off.
- Take-home vehicle (if residence within 30 minute drive of the CARS station).
- Professional development reimbursement.
- Wellness benefits.

To apply, send a CV and cover letter to apply@rescue1.org. Job applications accepted until the position is filled.