



VILLAGE OF HARTLAND

HARTLAND FIRE DEPARTMENT

FIRE CHIEF RECRUITMENT PACKET



SCAN FOR MORE
INFORMATION



2026



HARTLAND AT A GLANCE

COMMUNITY

Located in the heart of Waukesha County in the area known as “Lake Country”, the Village of Hartland is a vibrant and welcoming community that offers residents a high quality of life, excellent services, and a strong sense of community. From beautiful parks and recreational opportunities to thriving businesses, community events, and well-maintained public infrastructure, Hartland continues to grow while preserving the character that makes it a great place to live, work, and visit. The Village is well managed and financially stable with a Aa2 bond rating.

Through responsible planning and thoughtful investment, the Village continues to maintain and improve the facilities and infrastructure residents rely on every day. Redevelopment of Hartland’s downtown is underway, including a boutique hotel along the Bark River and proposed redevelopment on Capitol Drive, that will have an Americana vibe and host a variety of businesses, office space and residential units. Projected for 2029, the Police Department and Village Hall will move to the north side of the Village, allowing a prime location for housing and business development on Cottonwood Avenue. Nixon Park hosts our annual Hometown Celebration in June and is also home to our Beer Garden and Thursday Night Concerts.

GOVERNMENT

The Village of Hartland employs 50 full-time employees and offers excellent pension, health, dental and vision benefits. Six department heads report to a village manager that oversees daily operations. The village board consists of 6 trustee members and 1 village president.

SCHOOLS

Hartland is proud to be home to strong educational opportunities for students of all ages. The community is served by the Arrowhead Union High School District, as well as highly regarded elementary and middle school options, providing students with a strong foundation from early education through graduation. Arrowhead High School is a standout educational and athletic institution with approximately 1,950 students.

Arrowhead also continues to earn recognition statewide. In Niche's 2026 rankings, Arrowhead is ranked #10 among the Best Public High Schools in Wisconsin and #1 in Wisconsin for Best High Schools for Athletes. The school offers 28 sports and ranks #1 in Wisconsin for Best Public High School Teachers, reflecting the breadth of academic, extracurricular, and athletic opportunities available to Hartland-area students.

Lake Country Lutheran High School serves students in grades 9–12 and provides a college-preparatory education that combines academics, faith development, athletics, fine arts, and extracurricular opportunities. Students have access to a broad range of academic offerings, including Advanced Placement and dual-credit courses, along with numerous opportunities to participate in athletics, the arts, and student leadership.

The school system offers elementary education through Divine Redeemer School, serving students in grades K–8 with a focus on academic excellence, Christian values, and character development.





LEADING THE WAY

The Hartland Fire Department has proudly protected the lives, property, and well-being of Hartland residents and surrounding communities for more than 130 years. Established in 1893, the department has evolved from its volunteer roots into a professional combination fire and emergency medical services organization while maintaining the dedication and community spirit that have defined Hartland firefighting for generations.

Today, the department provides Advanced Life Support (ALS) ambulance service as a Wisconsin-licensed paramedic service, along with fire suppression, rescue, emergency medical response, and mutual aid to surrounding jurisdictions. Operating from its station at 150 Lawn Street, the department provides professional staffing 24 hours a day, 365 days a year, through a combination of full-time, part-time, and paid-on-call personnel.

The department's role extends beyond emergency response. Hartland firefighters and EMS professionals support the community through fire prevention, fire and life-safety code compliance, public education, CPR training, community outreach, and emergency preparedness. Programs such as the Survive Alive House provide hands-on fire-safety education to children and families, complemented by ongoing school and community programs.

A commitment to training and professional development is central to the department's mission of providing high-quality emergency services. Through a partnership with the Lakes Area Fire Academy, new personnel participate in an intensive five-week Fire/EMS Academy focused on the Job Performance Requirements (JPRs) specific to the Hartland Fire Department and its mutual aid partners. This specialized training prepares new staff to work effectively with neighboring agencies and deliver a consistent, coordinated response to fires, medical emergencies, and other calls for assistance.

By investing in comprehensive training, ongoing education, and employee development, the Hartland Fire Department supports staff retention while maintaining a highly skilled, prepared, and professional emergency response team dedicated to serving Hartland and the surrounding communities.

THE NUMBERS

from the 2025 Annual Report

Full Time Staff.....	8
Part Time Staff.....	45
Calls.....	1183
Average Response Time.....	4.53 min
Ambo Billing.....	\$413,099.62
Other Revenue.....	\$103,283.42



COMMUNITY PROGRAMS

Explorers Program for HS students
Fire Prevention Classes
CPR Classes
Annual Fire Inspections



EVENTS

Hometown Celebration
Parades
Pancake Breakfast / Open House
Hartland Street Dance
School Sporting Events
Golf Outing
National Night Out
Holiday Events





FUTURE IS NOW



The new Chief will have an opportunity to plan and oversee the construction of a new fire station, to finish the transition to a fully paid career department and hire ten (10) + employees.

- Help design and build the fire house for the lifetime of the Village
- Hire and manage 10+ new employees and lead Hartland into becoming a completely full time department

MINIMUM QUALIFICATIONS

- Bachelor's degree from an accredited college or university in Fire Science, Public Administration, Emergency Management, or a closely related field. A Master's degree is strongly preferred.
- Minimum of Ten years (10) years of officer leadership experience within a career fire and emergency medical services organization, including at least five years of command-level leadership experience at the rank of Battalion Chief, Division Chief, Deputy Chief, Assistant Chief, and/or Fire Chief.
- Demonstrated experience as an innovative, collaborative, and effective leader in Fire/EMS operations with a focus on staff management.
- Valid Wisconsin driver's license or the ability to acquire a Wisconsin driver's license within six (6) months.
- Must have certifications as Firefighter II and Fire Officer II.
- Fire Inspector, EMT Basic or Paramedic certifications are desired but not required.
- National Incident Management System (NIMS) Incident Command System (ICS) 100, 200, 300, 400, 700, and 800 certifications.

BENEFITS

- Salary: \$115,000 - \$145,000 DOQ
- Highly Competitive benefits which include Health, Dental, Life and Disability Insurance and Wisconsin Retirement System.





YOUR NEXT CALL STARTS HERE

APPLY

Visit <https://www.villageofhartland.wi.gov/927/Fire-Chief-Opening> and complete the Village of Hartland Job Application form.

Submit resume, cover letter, application and responses to essay questions to ryanb@villageofhartland.wi.gov and pfcpresident@villageofhartland.wi.gov

NEXT STEPS

The interview process for successful candidates will include:

- Interview with the Hartland Police and Fire Commission
- Staff led tours of the Village and Firehouse
- Assessment Center and meet and greet opportunities



Learn more:
<https://www.villageofhartland.wi.gov/927/Fire-Chief-Opening>



Contact:

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