**JOB TITLE: Fire Chief**

**AGENCY: East Bay Regional Park District**

**LOCATION: Oakland, CA**

**FILING DEADLINE: July 25, 2025**

**SALARY RANGE: $16,426.80 – $22,013.33 Monthly**

**The Position**

Under administrative direction, provides the overall management and direction of the operations and activities of the Fire Department, including Lifeguard Services; assists in the formulation and implementation of administrative policies and procedures related to the Fire Department; manages subordinate staff including administrative staff, sworn staff, supervisors; and performs related duties as assigned. The Fire Chief reports to the Assistant General Manager of Public Safety.

**Duties and responsibilities include:**

* **Leadership & Administration:** The Fire Chief leads the overall direction and administration of the Fire Department, including strategic planning, budgeting, and aligning operations with the EBRPD’s Master Plan. They manage departmental resources, facilities, and personnel, ensuring effective utilization and high performance. The Chief also provides expert consultation to executive leadership and participates in high-level decision-making.
* **Program Oversight & Operations:** This role oversees key operational programs such as the fuel management program and Lifeguard Services unit. The Chief develops and implements comprehensive fire prevention, defensible space inspections, and enforcement programs, and manages resource conservation efforts like prescribed burns and habitat restoration. They also lead public education, training, and search and rescue operations.
* **Compliance & Emergency Management:** The Fire Chief ensures compliance with all applicable fire safety laws, codes, and regulations. They manage the hazardous materials plan and emergency management plan and serve as the incident commander during major emergencies when designated. The role includes evaluating fire-related design and environmental impact issues to ensure safety and regulatory alignment.
* **Interagency Coordination & Representation:** The Chief coordinates department activities with other EBRPD divisions and external agencies. They represent the department at Board of Directors meetings, public forums, and intergovernmental events. Additionally, they contribute to internal and external committees, task forces, and work groups, serving as a key liaison and advocate for fire and public safety initiatives.

**The Ideal Candidate**

EBRPD seeks a visionary and dynamic Fire Chief to lead with integrity, innovation, and a deep commitment to public safety and environmental stewardship. The ideal candidate is a transformational leader with a proven track record in change management, capable of guiding the department through evolving challenges and opportunities with clarity and confidence. An individual who will maintain a high level of discipline and morale but remain approachable with an open-door policy with all staff. The ideal candidate will have strong leadership and management skills. Exceptional interpersonal skills and the ability to effectively communicate, both verbally and written, with the public, Board members, and other EBRPD personnel will be valued.

This ideal candidate must be forward-thinking, embracing emerging technologies to enhance fire prevention, suppression, and mitigation strategies across EBRPD’s diverse and expansive natural landscapes. A strong foundation in wildland fire management, prescribed burns, and fuels reduction is essential, along with a comprehensive understanding of fire ecology and climate resilience.

This individual must have an interest in environmental conservation and stewardship and will be a unifying mentor and team builder who prioritizes people and the needs of the team. Known for being enthusiastic about their work, the selected candidate will also be an outstanding manager experienced with organized labor and capable of fostering an inclusive workplace.

The ideal candidate brings experience in emergency operations, including leadership roles in Emergency Operations Centers (EOC) and coordination during natural disasters. They must demonstrate the ability to collaborate effectively with local, state, and federal agencies, as well as community stakeholders.

Key attributes include inspirational leadership that fosters a culture of excellence, accountability, and inclusivity; strategic vision and operational expertise in fire service delivery; and deep knowledge of fire prevention, suppression, wildland firefighting, and fuels management and mitigation best practices. It also includes having proficiency in technology integration for incident management, data analysis, and resource deployment.

This is a rare opportunity to shape the future of fire and emergency services in one of the nation’s most treasured park systems. The next Fire Chief will play a pivotal role in protecting lives, property, and natural resources while advancing EBRPD’s mission of preserving open space and connecting people to nature.

**The District**

The East Bay Regional Park District (EBRPD) contains 73 parks, 55 miles of San Francisco and Delta shorelines, 1,330 miles of park trails, and a regional green trail transportation network of 250 miles of paved trails all within its 126,809 acres, making it the largest regional park district in the United States. The EBRPD has a diverse portfolio of parks, from shorelines, lakes, mountains, forests, wilderness areas, swim facilities, golf courses, and cultural sites. These parks reach across two counties, which include 33 urban cities. Located on the eastern side of the San Francisco Bay, the East Bay quality of life offers open spaces, waterways, world-class educational and cultural institutions, urban centers, and a culturally diverse community. The East Bay has drawn many of the region’s most innovative companies, workers, and students from around the world, thus creating many economic opportunities. EBRPD works to ensure a healthy and thriving eco-system that protects wildlife and habitat by adapting to the changing climate by restoring wetlands, repairing levees, thinning trees, monitoring algae blooms, and building park facilities.

For more details about this opportunity, please visit the job brochure at: <https://koffassociates.com/wp-content/uploads/2025/06/Final-East-Bay-RPD.pdf>

To be considered, please submit a resume, cover letter, and five work-related references (who will *not* be contacted in the early stages of the recruitment) to: <https://koffassociates.com/ebrpd-fire-chief/>. Resumes should reflect years *and* months of positions held, as well as the size of past organization(s).

For additional information please contact:

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