

SOUTHERN MARIN FIRE PROTECTION DISTRICT



Now Taking Applications
For The Role Of
FIRE CHIEF

THE DISTRICT

Southern Marin Fire Protection District protects one of California's most diverse and scenic service areas. The District covers a dynamic landscape where historic waterfront towns, suburban neighborhoods, and protected open space converge along the San Francisco Bay and the slopes of Mount Tamalpais. Encompassing 28 square miles and serving approximately 45,000 residents, the District includes the recently annexed cities of Mill Valley, Sausalito as well as unincorporated areas of Southern Marin.



Southern Marin Fire Protection District is contracted by the United States Department of the Interior to provide fire, EMS and rescue services to the Golden Gate National Recreation Area (GGNRA), the busiest park in the National Park System with over 17 million visitors annually. The District also provides services to the Fort Baker area located adjacent to the base of the Golden Gate Bridge. This unique geography creates a rich mix of risks and opportunities, with dense commercial corridors and marinas along the Bay, residential neighborhoods nestled against open space, major transportation routes and the Golden Gate National Recreation Area, the iconic Golden Gate Bridge, and extensive wildland-urban interface terrain. The District's strong partnerships with its annexed cities have strengthened regional collaboration, unified service standards, and maximized efficiency while honoring each community's distinct character and identity.

The Southern Marin Fire Protection District is an active and committed participant in the Marin Wildfire Prevention Authority (MWWA), a unique Joint Powers Authority formed by fire agencies and local governments throughout Marin County. The MWWA's mission is to proactively address the growing threats and risks from wildfire through coordinated vegetation management, large-scale fuel reduction projects, community defensible space programs, and innovative resilience initiatives. By collaborating within this groundbreaking regional partnership, the District leverages shared resources and expertise to strengthen its own own wildland-urban interface mitigation efforts, including the upcoming deployment of a dedicated fuels management crew and expanded protection for the communities we serve. All Marin fire agencies work closely together through a Joint Powers Agreement, fire-based Emergency Communications Center (ECC) managed by the Marin County Fire Department that provides seamless, professional dispatch services across the county.



THE ORGANIZATION

The Southern Marin Fire Protection District operates as an independent special district governed by a seven-member at-large Board of Directors elected by the public. The Board sets policy and provides strategic direction, while the Fire Chief serves as the chief executive officer responsible for day-to-day operations and implementation of the District's vision. With a current operating budget exceeding \$38 million and a dedicated team of approximately 78 sworn and 14 support personnel, the District is in strong financial health and continues to invest in infrastructure, equipment, and personnel to meet the evolving needs of the community.

THE POSITION

Founded in 1999, the Southern Marin Fire Protection District delivers high-performance, all-risk emergency services with a reputation for excellence, innovation, and community trust. Operating five stations with a sixth opening in summer 2026, the District provides advanced life support EMS, fire suppression (structural, wildland, and marine), technical rescue, hazardous materials response, prevention, and public education.



Serving both land and marine environments, personnel respond to complex urban and wildland-urban interface incidents, while marine units protect the Bay shoreline, marinas, and commercial vessels in coordination with the U.S. Coast Guard and regional partners. Robust mutual aid agreements and participation in Urban Search and Rescue and Type 3 Incident Management extend the District's reach statewide.

Governed by the Cal OES California mutual aid system and guided by the District's 2025 Master Plan and 2025–2030 Strategic Plan, the District is advancing infrastructure, workforce development, and wildfire resilience. Key initiatives include a fuels management program, a sixth station, Public Safety Data Exchange integration, EV charging infrastructure with the City of Mill Valley, and forward-looking IT/AI strategy all grounded in a strong commitment to diversity, equity, inclusion, and belonging.



IDEAL CANDIDATE

The District seeks a visionary and principled leader of the highest caliber; a highly approachable, trustworthy executive defined by unquestioned personal and professional integrity. The successful candidate will possess a proven track record of ethical leadership, transparency, and unwavering moral courage that earns and sustains the deep confidence of firefighters, labor partners, elected officials, and the communities we serve. Integrity, for this leader, is not simply a core value but it is the foundation of every decision, every relationship, and every action taken on behalf of the District. This working chief role demands someone who leads by example, combining strategic vision with genuine authenticity and hands-on operational credibility.

The ideal Fire Chief will bring significant experience in multi-jurisdictional environments, wildland-urban interface mitigation, labor-management partnerships, and organizational growth. They will demonstrate a strong grasp of technology and modern management practices, applying them thoughtfully to strengthen service delivery and operational effectiveness. Above all, this leader must be someone who inspires excellence through their own conduct, remains closely connected to the day-to-day realities of the Department, and is deeply committed to fostering a culture where integrity, accountability, fairness, and mutual respect are fundamental, non-negotiable values. The ideal candidate will fully embrace Southern Marin's unique blend of urban, suburban, and marine risks, champion the District's 2025–2030 Strategic Plan and key initiatives, and continue advancing a culture of diversity, equity, inclusion, and belonging. This is a rare opportunity for a leader who understands that lasting success is measured not only by operational performance, but by the trust they build and the ethical foundation they uphold every single day.



BENEFITS & RETIREMENT

The present position includes the following terms:

Salary range is \$275,000 – \$290,481 Annually.

Highly competitive compensation package includes:

- Generous MCERA retirement plan (3% @ 55 for Classic members or 2.7% @ 57 for new members).
- Medical, dental and vision coverage.
- 5% contribution to a 457 deferred compensation plan.
- Up to 160 hours of vacation accrual.
- 96 hours of sick leave.
- 80 hours of administrative leave.
- \$1,300 annual uniform allowance.
- Life and Accidental Death Insurance.
- Long-term disability insurance.
- Long-term Care Plan.
- A take-home duty vehicle.
- Relocation assistance for candidates moving more than 50 miles.
- Employee Assistance Plan.
- Costs associated with professional conferences, dues, and subscriptions.
- Fourteen paid holidays annually.

QUALIFICATIONS

Education:

- Bachelors degree in Public Administration, Fire Science or related field.
or equivalent educational achievement.
- A Masters Degree in a related field is highly desirable.

Experience:

- Ten (10) years of progressively responsible Fire Services experience, including at least five (5) years of command experience with administrative, management and supervisory duties.
- Regional fire agency or district experience desirable.

License or Certifications:

Required

- National Incident Management Systems (NIMS) ICS-300 and ICS-400
- A Class C California Driver License (effective upon starting the position.)
- CPR Certification.

Desirable

- Chief Fire Officer and Fire Officer certifications through the California State Board of Fire Services or equivalent.
- Executive Fire Officer (EFO) Program destination.
- California State Fire Marshal certification.
- Prevention Officer III certification through the California State Board of Fire Services.

APPLICATION PROCESS

CLOSING DATE | June 12, 2026

To apply for this exciting career opportunity, please send a compelling cover letter and your detailed resume to:
apply@bobhallandassociates.com.

Should you have confidential inquiries regarding this position or the recruitment process, please contact:
Joe Gorton at (707) 628-6846.

Application materials will be screened in relation to the criteria described in this brochure. Candidates deemed to be the most highly qualified will be invited to participate in the selection process. The selection process will include screening interviews with the most qualified candidates, formal panel interviews, and final interviews with the Board of Directors.

A formal interview date is tentatively scheduled for Friday, July 10th, 2026.

Appointment is subject to completion of a thorough background and reference checks, and pre-employment medical exam.

APPLY TODAY AND BECOME PART OF AN AMAZING TEAM!

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Bob Hall & Associates