



FIRE CHIEF

City of Mesa, AZ

Recruitment Services Provided By



The Opportunity

The City of Mesa, Arizona, is seeking an exceptional leader to serve as its next Fire Chief. This is a rare opportunity to lead one of the Southwest's premier fire departments in a thriving, innovation-driven city of more than half a million residents. The next Chief will build upon a legacy of operational excellence while shaping the future of emergency response, community risk reduction, and organizational development. As a key member of the City's executive leadership team, the Fire Chief will influence strategic initiatives, foster strong regional partnerships, and inspire a highly skilled workforce dedicated to protecting lives and property. Mesa offers the chance to make a lasting impact in a dynamic, rapidly growing community that values forward-thinking leadership, collaboration, and exceptional public service.





The City of Mesa

Located in the heart of the East Valley within the Phoenix metropolitan area, Mesa is Arizona's third-largest city and one of the nation's largest cities, home to more than 510,000 residents across approximately 139 square miles. Mesa combines the amenities of a major metropolitan community with the character of welcoming neighborhoods, a vibrant downtown, rich agricultural heritage and a thriving innovation corridor. The city's diverse landscape includes major healthcare systems, higher education institutions, two airports, advanced manufacturing and technology campuses, and a diverse and resilient economy, creating a dynamic environment for public safety and public service leadership.

Mesa is recognized for its commitment to fiscal responsibility, strategic investment, and exceptional quality of life. Guided by Mayor Mark Freeman's vision to "Elevate Mesa," the City's elected officials, executive leadership and employees are committed to responsible growth, innovation, strong community partnerships and exceptional public service that enhances the quality of life for Mesa's residents, businesses and visitors.

City Government

The City of Mesa operates under a Council-Manager form of government. The City's charter dictates that the Mayor and City Council, as the elected leaders of the city, make policy for the city, approve the budget and adopt local laws and regulations. The Mayor and City Council are responsible for appointing a City Manager who serves as the chief executive officer of the city.





MISSION:

To Serve with CARE – Compassion. Accountability. Respect. Excellence.

- **COMPASSION** – Caring, Empathetic, Passionate, Selfless
- **ACCOUNTABILITY** – Resourceful, Capable, Committed, Dependable
- **RESPECT** – Trustworthy, Honest, Ethical, Kind
- **EXCELLENCE** – Competent, Innovative, Intelligent, Skilled

VISION: Safe, healthy, and resilient Mesa.



The Mesa Fire & Medical Department

The Mesa Fire & Medical Department operates 22 stations across 138 square miles to serve its population of over half a million residents. It is an all-hazards department, responding to calls ranging from medical issues to fires, to complex hazardous emergencies or rescues. Additionally, fire prevention programs support community safety and risk reduction by helping to prevent fires and other dangers before they occur. The Fire and Medical Department is comprised of 800 FTE who are supported by a budget of approximately \$180 million and is an ISO Class 2 organization, along with being an accredited agency through the Commission on Fire Accreditation International (CFAI) for the past 20 years.

The Fire Chief is assisted in leading the Fire and Medical Department by four Assistant Fire Chiefs and a Deputy Director who oversee the following service areas:

- Operations, Dispatch, and Deployment
- Personnel, Emergency Management, and Fire Maintenance
- Management Services, Planning & Research, Resource Management, and CIP/Facilities
- Transportation, Emergency Medical Services, and Training/Special Ops
- Community Outreach, Department Communications/PIO, Fire Prevention, and Technical Services

\$ 180M
All Funds Budget

800FTE
Employees

The Position

The Fire Chief is appointed by the City Manager and provides executive leadership and administrative direction for all municipal fire and emergency medical services operations, personnel, and programs. This position is responsible for overseeing emergency response activities, fire prevention and public safety initiatives, disaster preparedness, training, and regulatory compliance to ensure the protection of life and property within the community. The Fire Chief directs departmental operations through the supervision of command staff and review of operational activities, ensuring efficiency, effectiveness, and adherence to local, state, and federal regulations. Responsibilities include:

- Developing and implementing policies and procedures.
- Managing departmental budgets and resources.
- Overseeing maintenance of firefighting and medical services equipment and facilities and planning for future departmental needs.
- Serving as the primary liaison to City officials, community organizations, and a partner with emergency service agencies fostering collaboration and public trust through communication, outreach, and fire safety education programs.
- Conducting studies and consultations with municipal leadership to develop recommendations that enhance public safety, operational readiness, and the overall delivery of fire and emergency medical services.
- Communicating with the general public, staff, City officials, City employees, other fire departments, and community organizations; making effective verbal and written presentations before public groups on the plans, programs, and goals of the Fire and Medical Department; and providing information, giving instructions, and responding to questions from the general public and City employees in order to enhance public relations and employee morale.
- Directing the preparation of the budget for the Fire and Medical Department, developing plans and objectives to improve departmental services, directing the development of in-service training programs, and resolving resident complaints.





Challenges & Opportunities

The next Fire Chief in the City of Mesa will have the opportunity to deliver leadership and strategic vision to a high performing organization as it continues to advance its service capabilities and reputation as a premier agency. Some noteworthy challenges/opportunities for the Fire Chief include:

- The next Fire Chief will have the opportunity to bring innovation and a creative, modern approach to service delivery and problem solving. A strategic, data-driven mindset will benefit the next Chief.
- Organizational development, mentoring, and succession planning will be challenges/opportunities for the next Fire Chief. A strong background and demonstrated track record in these areas are strongly desired.
- Given that Mesa is poised for continued growth, the next Fire Chief will be challenged to develop a strategic plan addressing growth and service standards that will position the department for success in the future.
- While the Mesa Fire and Medical Department is well-resourced in terms of equipment and technology, there is an opportunity for the next Fire Chief to bring creativity and a keen eye for service improvements to the organization. An opportunity to find efficiencies exists.
- The Mesa Fire and Medical department enjoys strong support from the community, but an opportunity exists to increase communications with the community to keep them informed, safe, and resilient.

Ideal Candidate

The ideal candidate for Mesa's Fire Chief will possess the following traits, characteristics, and experiences:

- A team-oriented, problem-solving, collaborative leadership orientation. The most ideal candidate will have an approachable demeanor and be a people-centric leader.
- Strong communication skills and the ability to make difficult decisions when necessary are highly desired traits for the next Fire Chief.
- A strong focus on staff wellness is imperative.
- An open, transparent, inclusive, and engaging communication style that inspires people inside and outside the Mesa Fire and Medical Department.
- A progressive mindset and the ability to harness the unique contributions of staff from different generations and backgrounds. The ability to advocate for staff yet ensure internal accountability exists is desired.
- Highly visible and collaborative leader and representative of the Mesa Fire and Medical Department, the City of Mesa leadership team, and in the community.
- The most qualified candidates will bring a high level of collaboration and ability to work effectively with City leadership, elected officials and others as a dedicated representative of the Mesa Fire and Medical Department and City of Mesa. A community-oriented, relationship-driven leadership style is essential.
- A visionary leader with strong strategic thinking skills.
- A strong labor/management relationship is essential.





Qualifications

Any combination of training and experience that would provide the required knowledge, skills, and abilities is qualifying. A typical way to obtain the required qualifications would be:

Education: Possession of a Bachelor's degree in Fire Science, Public Administration, Management, Business or related field. A Master's degree is preferred.

Experience: Ten (10) plus years of progressively responsible administrative and supervisory experience in fire and life safety education, prevention, and emergency response work at the rank of a Fire Battalion Chief or higher. Service in a municipal or county fire department is preferred.

License or certification: Must possess a valid Class D Arizona Driver's License by the date of hire or promotion date. Must not be on the Office of Inspector General (OIG) list of Excluded Individuals/Entities (LEIE).

Salary & Benefits

The annual salary range for the Fire Chief is **\$191,609 to \$258,044**. Placement within the range is negotiable and dependent upon qualifications. In addition, the City offers a comprehensive benefits package including:

Retirement – Mesa Fire and Medical sworn personnel are covered by the Arizona Public Safety Personnel Retirement System (PSPRS).

Deferred Compensation - A deferred compensation program is provided, including employer participation with a minimum of one year of service.

Medical, Dental, and Vision Insurance - A variety of medical insurance plans are available to all full-time Mesa employees and their dependents.

Vacation Leave – Vacation leave is based on years of service and starts at 96 hours annually for 0-2 years of service and incrementally increases to 176 hours at 20 years of service.

Sick Leave – 96 hours of sick time is provided annually.

Holiday Leave – 11 paid holidays are provided each year.

Additional Leave – 40 hours of discretionary time is granted as a new hire, and 30 hours are provided annually thereafter.

Wellness – Mesa has a wellness center (primary and preventive care) at no cost for employees and their dependents enrolled in a City medical plan.

Life Insurance - Life insurance is provided at 1.5 x annual salary.

Relocation Assistance - May be negotiated with the selected candidate.





Application & Selection Process

To be considered for this position, interested candidates must submit a cover letter and résumé no later than **Monday September 14, 2026**, at:

www.mosaicpublic.com/careers

CONFIDENTIAL INQUIRIES ARE WELCOMED TO:

Bryan Noblett | bryan@mosaicpublic.com | (916) 217-3696

RECRUITMENT TIMELINE:

Deadline to apply and be considered:	Monday, September 14, 2026
Candidates selected for interviews:	Week of September 28, 2026
In-person interviews:	Week of October 26, 2026
Estimated start date for new Fire Chief	February 1, 2027

The City of Mesa is an Equal Opportunity Employer.

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