



FIRE CHIEF

City of **Beverly Hills, CA**

Recruitment Services Provided By



The Opportunity

Leading the Beverly Hills Fire Department is a career-defining opportunity to serve one of the most recognized communities in the world while building upon the legacy of one of America's premier fire departments. Nationally respected for its exceptional service, culture of innovation, and unwavering commitment to organizational excellence, the Department has earned both international accreditation through the Commission on Fire Accreditation International and an ISO Class 1 rating – an achievement shared by only approximately 125 fire departments nationwide. For an accomplished fire executive who is energized by high expectations, committed to servant leadership, and driven to make an already exceptional organization even stronger, there are few opportunities that offer a more rewarding professional challenge.





About Beverly Hills

Located in Los Angeles County, the City of Beverly Hills incorporated in 1914 and has a population of approximately 30,000 over a land mass of 5.7 square miles. Originally planned as a subdivision in 1906, Beverly Hills evolved into a premier full-service city with an established tradition of providing a superior level of public safety services, a wide range of community and cultural programs, and a widely recognized, high-quality physical environment. Beverly Hills includes a mix of housing types, ranging from single family homes to multi-family residences, as well as a diverse and thriving business community that supports the City's fiscal health. From rolling hillside estate homes to charming family bungalows and apartments, to a world-renowned business community, Beverly Hills provides its residents, visitors, and business partners a community often sought but rarely found in modern urban centers. Revenues generated from the business sector represent a significant portion of the General Fund revenue base that serves as a primary funding source for municipal services, consistent with City Council priorities. The City has long served as a hub for entertainment industry firms, including several major talent agencies, and is home to numerous prominent art galleries. In the retail sector, Beverly Hills has experienced ongoing development and reinvestment across its commercial areas.

City Government

Incorporated in 1914, the City of Beverly Hills is a full-service city that operates under the Council-Manager form of government. The political leadership of five Council Members elected to four-year overlapping terms is combined with the daily leadership of the City Manager. The City has a FY 2026 General Fund budget of \$317.7 million, and an all-funds budget of \$663.5 million. Beverly Hills' services are provided through approximately 1,000 dedicated employees who are proud to work for the community and take pride in providing exceptional customer service to residents and visitors alike.





The Beverly Hills Fire Department

The Beverly Hills Fire Department is charged with the preservation of life and property within the Beverly Hills community – not only to its residents but also to the estimated 150,000 to 200,000 daily visitors. The dedicated men and women of the Beverly Hills Fire Department respond to fires, rescues, medical emergencies, chemical releases, and natural disasters. The Fire Department's reputation for exemplary service is underscored by its Class 1 rating from the Insurance Services Office, and International Accreditation from the Commission on Fire Accreditation International. Of the nearly 30,000 fire departments in the nation, the Beverly Hills Fire Department is among only 125 to carry both of these elite distinctions.

The Beverly Hills Fire Department operates the city's three fire stations and responds to over 8,600 incidents per year. The 123 firefighters and civilian personnel are organized into the following divisions.

Emergency Response Services is responsible for the rapid and timely delivery of emergency services to incidents that threaten or have the potential to threaten life or property. The division performs all duties related to emergency response (fire, rescue, medical, and hazard abatement), non-emergency service calls, in-service training for all personnel, comprehensive fire preplanning for high-risk and special hazard properties, and maintains fire facilities, apparatus, and equipment.

Community Risk Reduction is responsible for the enforcement of all local, state, and federal codes related to the safe occupancy of buildings and/or premises. It also extends to the safeguarding of life and property from the hazards of fire and explosion arising from the storage, handling, and use of hazardous substances, materials, and devices as well as hazardous conditions due to the use or occupancy of buildings and/or premises.

Emergency Medical Services is responsible for the rapid delivery of advanced medical care that exceeds the recognized community standard, with care delivered equally, professionally, compassionately, and efficiently. The EMS Division is also responsible for monitoring its performance to ensure quality and improvement. Emergency medical services are provided 24 hours a day by highly trained Firefighter Paramedics. Each firefighter is trained in advanced first aid and CPR. Firefighter Paramedics provide advanced medical treatments including intravenous administration of medications, cardiac defibrillation and monitoring, and respiratory therapies. In 2019, the Beverly Hills Fire Department launched a Nurse Practitioner Program designed to address non-urgent low acuity calls for service that otherwise may burden emergency departments. Staffed with both a Nurse Practitioner and Firefighter Paramedic, along with oversight from a board-certified Emergency Medicine physician, the unit is equipped with an array of medications, select laboratory diagnostics, and technical medical equipment.

Human Services provides referrals to benefits advocacy, legal assistance, and services that address food, shelter, health maintenance and transportation; educational and human services to the City's active and elderly residents to maintain and improve their quality of life, personal growth and enrichment. It promotes a positive social environment between members of individual neighborhoods and the community at large as well as collaborates with other communities to develop programs, resources and outreach for the prevention and intervention for emerging local and regional issues such as homelessness.

Emergency Management oversees a variety of activities, programs, and projects designed to enhance the City's ability to mitigate against, prepare for, respond to, and recover from a disaster. Training, drills, and disaster exercises are conducted on a regular basis. It works in coordination, cooperation, and collaboration with all City Departments and stakeholders to strengthen the City's ability to respond effectively in the event of a disaster.

Fire Administration provides overall planning, control, and management of all Fire Department activities and staff support for all divisions. This includes strategic planning, departmental communications, data systems and records management systems, departmental safety committee, disaster services planning, budget preparation and administration, training, media relations, special projects, and general administration.

Community Programs encompass various programs such as the Public Access Defibrillator Program, Stop-the-Bleed, Community Emergency Response Team, Business Emergency Response Team, Employee Emergency Response Team, and Disaster Assistance Response Team to encourage residents, employees, community members, and schools to learn basic emergency skills during a disaster or large-scale event. It enhances the community's ability to cope with large-scale disasters and emergencies through training and community outreach.





The Position

Reporting directly to the City Manager, the Fire Chief serves as the executive leader of the Beverly Hills Fire Department, providing strategic vision and operational leadership for all aspects of fire protection, emergency medical services, disaster preparedness, fire prevention, emergency management, and community risk reduction. The Fire Chief is a trusted advisor to the City Manager and City Council, responsible for ensuring exceptional emergency response while advancing organizational excellence, innovation, fiscal stewardship, and outstanding public service.

Working collaboratively across departments and with regional partners, the Fire Chief builds strong relationships with employees, elected officials, residents, businesses, and neighboring agencies to enhance public safety and community resilience. The Chief leads a highly professional department while fostering a culture of accountability, continuous improvement, and service excellence. Key responsibilities include:

Department Leadership & Strategic Direction: Provides vision and executive leadership for all Fire Department operations, establishing strategic priorities, organizational goals, policies, and service delivery standards that align with the City's mission and long-term objectives.

Emergency Response & Operational Readiness: Ensures the department maintains the highest level of operational preparedness for fire suppression, emergency medical services, hazardous materials incidents, natural disasters, and other complex emergencies while providing strategic command during major incidents.

Emergency Management & Community Resilience: Oversees the City's emergency management and disaster preparedness programs, ensuring comprehensive planning, Emergency Operations Center readiness, interagency coordination, and community resilience before, during, and after emergencies.

Executive Leadership & Policy Advising: Serves as a member of the City's Executive Management Team, providing strategic counsel to the City Manager and City Council on public safety, emergency management, departmental initiatives, policy development, and emerging issues affecting the community.

Regional Partnerships & External Relations: Builds and maintains collaborative relationships with mutual aid partners, public safety agencies, regional organizations, businesses, and community stakeholders while representing the City before governmental bodies, professional organizations, and community groups.

Financial & Capital Program Stewardship: Directs the department's budget, long-range financial planning, capital equipment replacement, and resource allocation, ensuring fiscal responsibility while maintaining exceptional service levels and operational readiness.

People Leadership & Organizational Development: Recruits, develops, mentors, and evaluates a high-performing leadership team while fostering a culture of professionalism, integrity, accountability, diversity, and continuous learning throughout the organization.

Community Engagement & Public Education: Champions community outreach, fire prevention, public education, and risk reduction initiatives while maintaining positive, transparent relationships with residents, businesses, neighborhood organizations, and community partners.

Organizational Excellence & Innovation: Promotes continuous improvement by evaluating organizational performance, implementing best practices, monitoring emerging trends in the fire service, and ensuring compliance with applicable laws, regulations, and professional standards.



The Ideal Candidate

The ideal candidate for the Fire Chief will be an accomplished fire executive who leads with humility and prioritizes community, city, and department goals over any personal goals. The following attributes are keys to success:

Servant Leadership: The next Fire Chief must first be a servant leader – existing to serve the community, the members of the Fire Department, and the broader City of Beverly Hills organization first. The Chief must be a genuinely selfless leader, willing to set aside status and personal ambition for the good of others. At the same time, the Chief must be an active leader of the department and work to gain and keep the respect and followership of its members.

Comprehensive Experience: The most aligned candidates will have strong operational experience, complimented by experience in emergency medicine, fire prevention and risk reduction, and community programs. Beverly Hills is currently in a very active period of development, including multiple high-rise development projects.

Tireless Work Ethic and Accessibility: Make no mistake – Beverly Hills is a city with the highest of expectations, and one that values a Fire Chief who is visible and accessible. The Fire Chief has historically been present, responsive, and engaged – regularly spending considerable time outside of a traditional work week.

Progressive: The Beverly Hills Fire Department has established itself as a national leader in the fire service, and there is no appetite to move away from its culture of innovation and creativity. The next Chief will be expected to build upon that legacy while developing a shared vision for the Department's future.

Open and Collaborative: Few initiatives succeed in Beverly Hills without collaboration, communication, and strong relationships. And, while the Fire Department depends on many others for its success, it too must be willing to share talent and resources to help others achieve success.

Balance: The next Fire Chief must possess the judgment and emotional intelligence to balance competing interests – labor and management, the needs of Department members and the expectations of the community, operational priorities and strategic initiatives, and the many competing demands that accompany leadership in Beverly Hills.

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: Bachelor's degree in fire administration, public, or business administration or a closely related field. A Master's degree is highly desirable.

Experience: Six years of increasingly responsible management level experience in the fire service or a closely related field. At least three years of the experience must have been at or above the rank of Fire Battalion Chief.

Certifications and Advanced Training: Certification as Chief Officer, graduation from the National Fire Academy's Executive Fire Officer Program, or CPSE Chief of Fire Officer designation is desirable.





Salary & Benefits

The hiring range for the Fire Chief is **\$293,892 - \$425,280** dependent on qualifications. In addition, an excellent executive benefit package is outlined below. Key benefits include:

Management Incentive Pay: The City provides the Fire Chief an additional \$625 monthly in recognition of the unique nature and demands of the position.

Retirement: Retirement is provided through CalPERS. Classic CalPERS members are eligible for the 3% @ 55 formula with an employee contribution of 9%, while PEPPRA members are eligible for the 2.7% @ 57 formula.

Medical, Dental, and Vision Insurance: The City provides a cafeteria plan with options for medical, dental, and optical insurance to the Fire Chief and dependents.

Wellness Pay: The Fire Chief will receive 2% of annual base salary for wellness pay.

Leave: The City provides paid leave at the following accrual rates -

- Annual Leave accrual begins at 80 hours per year and increases to 120 hours after the first year of service.
- 11 observed holidays plus two personal holidays per calendar year.
- Executive Administrative Leave is 120 hours per year.

Other Insurance: The City provides \$300,000 of term life insurance, as well as long-term disability insurance.

Uniform Allowance: The City provides the Fire Chief an \$800 annual uniform allowance.

Relocation: A negotiable relocation incentive may be available for the selected candidate.

Application & Selection Process

We encourage interested candidates to confidentially express interest as early as possible. Early expressions of interest allow us to answer questions, discuss fit, and ensure applicants have sufficient time to prepare competitive materials.

Interested candidates should apply no later than **Monday, September 7, 2026**. Submit a comprehensive résumé and compelling cover letter online at:

www.mosaicpublic.com/careers

CONFIDENTIAL INQUIRIES ARE WELCOMED TO:

Greg Nelson | greg@mosaicpublic.com | (916) 581-1426

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