



# Fire Chief





## THE COMMUNITY

Big Bear is a four-season resort town located in Southern California, nestled at the top of the San Bernardino Mountains. It is a diverse location with significant areas of wildland-urban interface, single and multi-family residential dwellings, commercial lodging, general commercial and light industrial areas, two ski resort areas, and a freshwater lake.

Big Bear Lake is located 100 miles east of Los Angeles in the San Bernardino National Forest. Altitudes range from 6,750 to 8,500 feet, and the valley enjoys 300+ days of sunshine each year. Summer temperatures average 80 degrees during the day, and winter brings annual snowfall with daytime temperatures in the low 40's.

Wildlife flourishes in Big Bear's alpine forest environment. The valley is home to bald eagles, bears, mountain lions, bobcats, coyotes, deer, and more as well as approximately 29 species of protected rare plants, some indigenous to the area. Big Bear Lake is a man-made, freshwater lake 7 miles long and a 1/2 mile wide, with a shoreline spanning over 22 miles. Big Bear is home to one of the nation's few solar observatories and an alpine zoo for injured wildlife.

Big Bear is known for seasonal outdoor recreation such as fishing, water sports, hiking, biking, horseback riding, offroad recreation, and winter sports. A 9-hole golf course, 7 public campgrounds, great restaurants, entertainment, and boutique shopping offer an experience for everyone to enjoy. The Big Bear City Airport is open 24/7 and accommodates small and medium-sized aircraft.

## THE DEPARTMENT

Big Bear Fire Authority was formed under a Joint Powers Agreement in 2012, combining Big Bear Lake Fire Protection District and Big Bear City Fire Department, now commonly known as Big Bear Fire Department. Since its inception, the Big Bear Fire Department is committed to providing the Big Bear Valley with professional fire, medical and emergency services: “Protecting Lives and Property,” with timely response to fire and medical emergencies.

The Department serves a thriving mountain community with a daily population of approximately 25,000 people over a 37 square mile area. It is a resort community with a visitor population that can grow to 100,000 during peak periods.

The Department deploys from four fire stations staffed 24 hours a day by career firefighters and medical personnel. In addition to an administrative office, the Department staff includes an Assistant Chief/Fire Marshall, three Battalion Chiefs, two engine companies, one truck company, three paramedic ambulances and one air ambulance.



## THE POSITION

The Fire Chief reports to the 10-member Big Bear Fire Authority Board of Directors and plans, organizes and directs the Authority’s ambulance transport, fire suppression, prevention, investigation, inspection, disaster and preparedness programs and other service functions, and oversees the ambulance operations area that extends beyond the Authority’s direct fire protection area.

Essential duties include but are not limited to:

- Represents the jurisdiction, or delegates such responsibility, in relations with local community members, City, CSD, County, State, and Federal agencies and other professional organizations, including ConFire Dispatch, Inland Counties Emergency Medical Agency (ICEMA), County Chiefs, Cal-Chiefs, and California Fire Districts.
- Plans, directs, and organizes staff, in conjunction with other public safety staff, in managing the success and overall safety of the Authority’s direct protection area, including issues within the sphere of influence to that of the National Forest. Works with supporting districts, City, County of San Bernardino, National Forest Service, and volunteers/non-profit organizations in developing programs and land use policy and approaches that allow for suitable development.

# THE IDEAL CANDIDATE

Our current Fire Chief is retiring after 40 years of service, 15 years as Fire Chief. The Big Bear Fire Authority is seeking an experienced fire service professional to serve as its next Fire Chief.

The selected candidate will require a great deal of experience in a variety of service areas, be community oriented, and involved in the civic arena. This also includes, but is not limited to, a solid knowledge of operations, services and activities of a fire department organization. May assume command at emergencies and provide leadership regarding principles and practices of fire suppression, prevention and investigation. Provides mentorship, supervision, training, and performance evaluation of staff. Is up to date with Federal, State, and local laws, codes and regulations governing hazardous materials, building construction, fire inspections, and vegetation fuels management practices. Additionally, the ideal candidate will also require experience working in an agency that provides paramedic ambulance transport services. The ideal candidate will have the ability to analyze and assess programs, respond to sensitive community concerns, delegate responsibility, and maintain effective working relationships with other public and private organizations, the community and neighboring jurisdictions. The next Fire Chief will rely on their superb written and verbal communication skills to manage staff, write complex reports, and navigate challenging communications with the Board of Directors, staff, and members of the community.

The candidate will demonstrate seven years of related full-time paid experience or a Bachelor's degree from a recognized four-year college or university, and/or California State Fire Marshal Chief Officer Certification (or equivalent), and three years related full-time experience or equivalent combination of education training and/or experience. Knowledge of computer environments including word processing, spread sheets, and databases.



# COMPENSATION

## **ANNUAL COMPENSATION**

\$185,000 - \$215,000

Depending upon Qualifications

## **RETIREMENT**

Enrollment in the San Bernardino County Employee Retirement Association (SBCERA) retirement system.

## **MEDICAL BENEFITS**

Full Coverage Health, Dental, Vision, Short- and Long-Term Disability, Life & Accidental Death Insurance.

## **HEALTH REIMBURSEMENT ACCOUNT**

Big Bear Fire Authority provides a \$5,000 Annual Health Reimbursement Account Contribution upon the completion of vesting period.

## **PAID TIME OFF**

The Fire Chief shall accrue 6.47 hours of paid time off (PTO) every pay period, and 56 hours of Personal/Executive Time each January 1st.

## **HOLIDAYS**

The Big Bear Fire Authority observes 12 holidays per year.

## **UNIFORM ALLOWANCE**

Big Bear Fire Authority provides the Fire Chief's uniforms.

# TO APPLY

If you are interested in this opportunity, please submit a Big Bear Fire Department employment application, detailed resume, and proof of education, training and credentials to [ddoyle@bigbearfire.org](mailto:ddoyle@bigbearfire.org). The application deadline is December 16, 2024, end of business day.

Application forms are available online at [www.bigbearfire.org](http://www.bigbearfire.org) or in the front office of Fire Administration during normal business hours, 41090 Big Bear Blvd./ P.O. Box 2830, Big Bear Lake, CA 92315.

