Unique Opportunity

The California Governor's Office of Emergency Services (Cal OES) is seeking a dynamic and innovative leader who is a collaborative, team-oriented professional with a passion for public service to become its new Chief, Fire and Rescue.
The Sacramento Area
Sacramento – California’s capital city, historic center of the Gold Rush, and the center of state government. This vibrant metropolis is known by a number of different nicknames: “Camellia Capital” for the city flower found so abundantly in Sacramento neighborhoods; “City of Trees” due to the countless miles of tree-lined streets and wooded parks in the region; “River City” by virtue of two major rivers (Sacramento and American) that converge near historic Old Sacramento; and “Farm to Fork Capital” for the abundance of fresh food grown and raised nearby. Clearly, Sacramento is much more than just the “Capital City.”

Sacramento is conveniently located between the Pacific Ocean (San Francisco) to the west and the Sierra Nevada Mountains (Lake Tahoe) to the east. The metropolitan area, consisting of Sacramento and parts of Yolo, Placer, El Dorado, Sutter, and Yuba Counties has a population of approximately 2.1 million. Sacramento County has a population exceeding 1.4 million. With a population of approximately 500,000, Sacramento is the sixth largest city in California.

Many factors contribute to the economic success of the region. A principal reason Sacramento has retained its attractiveness is that it offers some of the most affordable housing prices of major cities in the State. Many new residents have relocated from the San Francisco Bay Area and Southern California to take advantage of Sacramento’s employment opportunities, moderate housing prices, reasonable cost of living, competitive salaries, and excellent quality of life. Sacramento is proud of its cultural diversity. In fact, Time Magazine declared Sacramento to be the most integrated city in the country.

The Sacramento region offers amenities that are attractive to those with an active lifestyle. Hiking, biking, golfing, snow-skiing, kayaking, water-skiing, boating, wine-tasting, and other sports and recreational opportunities abound. Educational opportunities are plentiful with the Sacramento region being home to California State University-Sacramento, University of California Davis, University of San Francisco, University of Southern California Sol Price School of Public Policy, Drexel University Sacramento, Sacramento City College, American River College, and McGeorge School of Law.

Sacramento boasts the NBA’s Sacramento Kings, the 2003, 2004, 2007, and 2008 Pacific Coast League champion Sacramento River Cats baseball team, the annual world-class Sacramento Music Festival (formerly Sacramento Jazz Festival), and many other recreational, entertainment and cultural activities. Each December, Sacramento attracts some of the world’s top long-distance runners to the California International Marathon. Historic Old Sacramento, the State Railroad Museum, Crocker Art Museum, Governor’s Mansion, Sacramento Zoo, Sutter’s Fort, American River Parkway, Music Circus, Sacramento Convention Center, California State History Museum, and State Capitol Building are other attractions located in the immediate area. Top-name entertainers perform at Sleep Train Arena and Memorial Auditorium. Sacramento christened the brand new Golden One Center in downtown Sacramento last fall. Each summer, Sacramento hosts the California State Fair which attracts more than a half million visitors annually.

Cal OES Mission
We protect lives and property, build capabilities, and support our communities for a resilient California.

We achieve our mission by serving the public through effective collaboration in preparing for, protecting against, responding to, recovering from, and mitigating the impacts of all hazards and threats.
California Governor's Office of Emergency Services (Cal OES)

Cal OES is charged with protecting and preparing the State from all hazards and threats, whether natural or human-caused. Cal OES is both the State’s emergency management agency and the State’s Homeland Security Department. In addition, Cal OES oversees all public safety communications in the State and the 9-1-1 system. With over 39.5 million residents (12% of the population), the State of California is the most populous state in the nation and has the fifth largest land area among the states (163,695 square miles). California is culturally, ethnically, economically, ecologically, and politically diverse, and maintains the fifth largest economy in the world with over 14 percent of the U.S. gross domestic product. California also faces numerous risks and threats to our people, property, economy, and environment and is prone to earthquakes, floods, significant wildfires, prolonged drought impacts, public health emergencies, cybersecurity attacks, agricultural, and animal disasters, as well as threats to homeland security. Cal OES takes a proactive approach in preparing for, responding to and recovering from these risks, threats, and vulnerabilities that form the basis of our mission, that is regularly tested through real events, as well as by conducting comprehensive exercises that help us maintain our state of readiness and to plan for and mitigate impacts.

Cal OES Mission

Within the Office of the Governor, the California Governor’s Office of Emergency Services carries out a dynamic, proactive and comprehensive mission. Cal OES protects lives and property, builds capabilities, and supports our communities for a resilient California. We achieve our mission by serving the public through effective collaboration in preparing for, protecting against, responding to, recovering from, and mitigating the impacts of all hazards and threats.

The Position

The Chief, Fire and Rescue, is a dynamic and innovative Leader who is responsible for the overall management of statewide Cal OES Fire and Rescue Branch operations, which includes the Fire Operations Section, Fire Administration Section, and the Special Operations Section. The Chief serves as the Executive Secretary to the State Fire & Rescue Advisory Board and FIRESCOPE (Firefighting Resources Organized for Potential Emergencies) Board of Directors; is responsible for budget processes to include direction, review, redirection, budget change proposals, negotiations, and overall budget integrity; and has overall responsibility for the SAFE ACT, (State Assistance for Fire Equipment Act), and the Cal OES Fire and Rescue Engine/Equipment Fleet Program. The incumbent serves on numerous committees and boards at the state and national levels and provides leadership, direction, and overall management to Fire and Rescue Branch personnel throughout the State. A key role of this leader is to establish and maintain relationships with other fire service executives throughout the state and with other public safety leaders in law enforcement, emergency management, emergency medical services, as well as representatives in the California Legislature and Congress. The Chief maintains memberships in the California, Nevada and Hawaii Fire Councils, the California and International Association of Chiefs, and California Wildfire Coordinating Group. (CDCG).

The Chief of Cal OES Fire and Rescue is a subject matter expert and has experience, knowledge, skills and abilities in the following areas:

- Proactively assesses situations and evolving events and responds to emergencies and disasters.
- Government and Fire Service Administration, planning, training, and deployment of personnel and resources for fire suppression, prevention, and preparedness and/or urban search and rescue activities.
- Supervision of Fire and Rescue Chief Officers and administrative personnel in order to carry out and maintain operation of the California Fire Service and Rescue Emergency Mutual Aid System.
- Executive leadership in multi-agency boards, commissions, and committees, including formal decision processes in order to maintain program integrity.
- Serves as acting Assistant Director as necessary; represents the Office with the Governor or other key officials at the local, state, and federal level, legislators, members of the Governor’s Staff, the news media and the general public.
- Performs duties in support of the executive duty officer program and acting as the state contact for disasters and emergencies as requested.

Ideal Candidate

The ideal candidate has experience as a fire agency Senior Chief Officer above the rank of Assistant Chief; is a dynamic and proven leader and effective public speaker; Has a solid knowledge of government and fire service processes and structure, knowledge of the technical aspects of the role of Cal OES, California Fire and Rescue Emergency Mutual Aid System, Urban Search and Rescue, Hazards Materials operations, and an understanding of the State Assistance for
Fire Equipment Act (SAFE ACT), including the development of relevant initiatives such as the California Emergency Services Act, with a background and experience in fire and rescue services at the local, state, and/or federal level.

Key Competencies and Attributes/Management Style
Other highly desirable skills and traits include:
- Exceptional interpersonal skills; able to establish and earn the trust of those he/she is working with.
- Outstanding diplomatic skills; able to interact with elected officials, firefighters, technical specialists, incident support team members and other key stakeholders.
- A person of absolute integrity.
- Professional in his/her work and demeanor.
- Politically astute; experienced with interfacing with elected officials and high-ranking executives and navigating the political landscape with tact and diplomacy.
- Collaborative approach; a team player who proactively connects with internal and external stakeholders.
- Outstanding communication skills, both written and verbal; communicates openly, honestly, and consistently with confidence, integrity, and professionalism with all levels of people.
- Comfortable making public presentations and establishing a level of credibility and trust with those he/she is addressing.
- Flexible and adaptable; works well in a high-volume, demanding environment with multiple priorities.
- Outstanding organizational skills with attention to detail while still maintaining a big-picture perspective.
- Action-oriented and results driven; able to get things done working with others.
- Willing to travel throughout the state, work long hours, and be on call to assist with fire emergencies.

Education and Experience
- Any combination of education, training, and experience that provides the required knowledge, skills, and abilities is qualifying.
- Education: Typical education includes possession of a Bachelor's degree from an accredited college or university. (Additional qualifying experience may be substituted for the required education on a year-for-year basis).
- Experience: Typical experience includes at least 4 years of supervisory, administrative, or equivalent staff-level experience in a local, state or federal emergency services organization with major responsibility for the administration, planning, training and deployment of personnel and resources for fire enforcement, hazardous materials, urban search and rescue or emergency medical services at a level comparable to a fire agency Senior Chief Officer above the rank of Assistant Chief.

Compensation And Benefits
This is an appointed position. The annual salary range will depend on the qualifications and experience of the successful candidates.

CalPERS Retirement: (3% at age 50), or (2.5% at age 55), or (2.5% at age 57) Retirement formula will be determined by incumbent status with CalPERS
Benefits include health, dental, vision, and life insurance

Application And Selection Procedure
The final filing date is "until filled" and applications will be accepted until further notice. To be considered, please submit a detailed résumé, cover letter, and four work-related references. Your résumé should indicate the size of organization and staff you have managed, and also reflect both months and years with regard to the employment dates for current and prior positions held. Please submit your materials to:
Recruitments@caloes.ca.gov
Cal OES Human Resources
3650 Schriever Avenue
Mather, CA 95655
Tel: (916) 845-8335 or 8321
E-mail: patti.landaker@caloes.ca.gov
Website: www.caloes.ca.gov
Preliminary screening interviews will be conducted with the most qualified applicants. Those individuals determined to be the most ideally suited for the opportunity will be invited to interview with Cal OES. Appointment is expected shortly thereafter following the completion of thorough reference and background checks to be coordinated with the candidate. For additional information about the position, please contact Patti Landaker.