

THE IDEAL CANDIDATE

Oxnard is seeking a forward-thinking Fire Marshal with technical expertise, leadership, vision, and diplomacy. If you are a collaborative, strategic, and innovative leader who is passionate about fire prevention, risk reduction, and public safety, Oxnard offers the platform, the people, and the moment to make a lasting impact on a beautiful coastal community.

The successful Fire Marshal will:

- **Lead with Integrity and Emotional Intelligence** – Build trust through collaboration, political astuteness, and sound judgment.
- **Demonstrate Technical Mastery** – Bring proven expertise in fire prevention, hazardous materials regulation, code enforcement, and investigations.
- **Inspire and Mentor** – Motivate staff, strengthen organizational culture, and develop the next generation of leaders.
- **Champion Community Engagement** – Represent Oxnard with credibility, foster partnerships, and advance public education campaigns.
- **Drive Innovation and Results** – Apply data-driven strategies, embrace new technologies, and turn challenges into opportunities that improve safety and resilience.
- **Communicate Across Cultures** – Utilize bilingual skills to strengthen community connections, enhance public outreach, and serve Oxnard's diverse population.

OPEN POSITION!

FIRE MARSHAL



Salary Range:

- \$160,005 – \$224,490



Retirement:

- ★ CalPERS Safety Retirement
Classic 3%@50 or
PEPRA 2.7%@57



Benefits Package:

- Comprehensive medical, dental, and vision coverage with generous City contribution
- 12 annual holidays
- Up to 40 hours of administrative leave
- Tuition reimbursement up to \$5,000/year
- Deferred compensation with City contribution



Additional Highlights:

- Scheduled salary range increases (3% in July 2026 and July 2027)
- Ongoing City contributions toward medical premiums (5% increase between 2026–2028).



WHY JOIN OXNARD?

Oxnard, located along California's scenic Central Coast in Ventura County, is home to more than 200,000 residents and continues to grow as one of the region's most vibrant and diverse communities. With miles of beaches, a Mediterranean like climate, a thriving business sector, rich cultural heritage, and a welcoming community spirit, Oxnard offers the perfect blend of small-town character and big-city opportunity. Here, leaders have the opportunity to inspire confidence, unify diverse stakeholders, and deliver measurable results that enhance community safety and quality of life.

ABOUT THE FIRE DEPARTMENT

The Oxnard Fire Department protects life, property, and the environment through a full range of professional services: fire suppression, emergency medical response, community risk reduction, Certified Unified Program Agency (CUPA) services, hazardous materials operations, urban search and rescue, disaster preparedness, and code enforcement. Serving a diverse population across urban, coastal, industrial, and agricultural settings, the Department plays a vital role in advancing the City's vision for safety and resilience.

THE ROLE – FIRE MARSHAL

Reporting directly to the Fire Chief, the Fire Marshal serves as a key executive leader and member of the Fire Department's management team. The Fire Marshal oversees the Fire Prevention Division and the CUPA, managing a team of approximately 19 staff while shaping community fire and life safety.



CORE RESPONSIBILITIES

- **Advance Fire & Life Safety** – Enforce codes through inspections, plan reviews, permits, and compliance programs.
- **Lead Prevention & Risk Reduction** – Direct and develop Fire Prevention personnel in all aspects of community risk reduction strategies.
- **Oversee Hazardous Materials & CUPA** – Provide oversight of hazardous materials regulation and CUPA programs (with an established CUPA Manager in place).
- **Drive Investigations** – Oversee fire and arson investigations in partnership with law enforcement.
- **Champion Public Education** – Lead outreach programs that engage and educate residents and businesses.
- **Advise Leadership** – Serve as a trusted advisor on prevention policies and risk management.

A full list of requirements, benefits, and terms of employment is available in the official job specification and applicable labor agreements. Candidates are encouraged to review the complete details provided by the City of Oxnard using the QR code.



This is a confidential recruitment.

For more information, please contact

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