



AUSTIN FIRE CHIEF

CITY OF AUSTIN, TEXAS

Recruitment Services Provided By



A photograph of an Austin Fire Department station at night. A red fire truck with "AUSTIN" and "120" on its front is parked in front of a large white garage door. To the right, a brick building features a blue double door and a digital display showing a firefighter in action. The scene is illuminated by the station's lights and the ambient night light.

An Outstanding Career Opportunity

Leading one of the nation's largest fire departments in one of its most dynamic major cities presents a rare and consequential leadership opportunity. The City of Austin is seeking an accomplished, forward-thinking fire service executive to lead the Austin Fire Department through its next chapter – building on a strong foundation while preparing the organization for continued growth, increasing wildland-urban interface challenges, and the evolving demands of a dynamic metropolitan community. The next Fire Chief will lead through collaboration, relationships, and innovation, ensuring Austin Fire remains an exceptional organization ready to meet the needs of the community today and well into the future.

About Austin

People in Austin enjoy the wide variety of what the city offers, including restaurants, museums, and nature trails, attending world class arts, culture and sporting events at The University of Texas at Austin, browsing uniquely local retailers and vintage shops, and cheering on Austin FC at Q2 Stadium.

Austin is thriving and is fueled by an influx of people and businesses, making Greater Austin one of the country's fastest-growing regions. Austin is currently the 13th largest city in the U.S. and is projected to be the 3rd largest metro in the U.S. by 2100.

The City of Austin was recognized on the Forbes list of America's Best Large Employers 2026, ranking twelfth among government employers and is the only government entity in Texas to make the list. U.S. News & World Report releases a series of lists each year, including the highly respected 150 Best Places to Live. They consider many factors to determine the best, including quality of life, the local job market, value for money, and the place's desirability. Austin is ranked #9 in the U.S. and #1 in Texas for 2025-2026 on that list. Austin is also ranked #9 for best place to find a job and #32 for Best Places to Retire in the US for 2025. In addition, U.S. News and World Report ranked Austin's University of Texas as the #1 public university in Texas, 7th best public university in the nation, 30th among private and public universities, and 15 Austin Metro area high schools made the Best High Schools list. The highest ranked high school in Austin is AISD's Liberal Arts and Science Academy (LASA), which is ranked #6 in Texas and #38 nationally.

Austin's support of LGBTQIA+ people who live and work in Austin led to the City scoring 100 points out of 100 on the 2025 Municipal Equality Index from the Human Rights Campaign.





About Austin

Austin attracts many visitors with its live music events. It's one of the top things to do in Austin all year round – not only during internationally recognized events like South by Southwest and Austin City Limits Music Festival. As the “live music capital of the world,” Austin serenades the community with live music in the airport terminal, on downtown streets, and at about 200 venues. Museums in town include The Contemporary Austin, the Blanton Museum of Art, and the Mexic-Arte Museum. Austin offers many community centers, gardens, parks, libraries, churches, synagogues, temples, and other houses of worship and contemplation.

Emerging as a player on the international scene, Austin is well known for its diverse events such as the Austin Food and Wine Festival, Rodeo Austin, Urban Cultural Fest, Reggae Fest, Blues on the Green, Austin Pride Festival, Austin Trail of Lights, NASCAR, and Formula 1. The city is home to notable employers such as the State of Texas, Tesla, Amazon, Apple, the University of Texas, Samsung Austin Semiconductor, Dell Technologies, Oracle, Meta Platforms, IBM, Google, Applied Materials, St. David's Medical Center, Indeed, U.S. Internal Revenue Service, Emerson, and Ascension Seton Health.

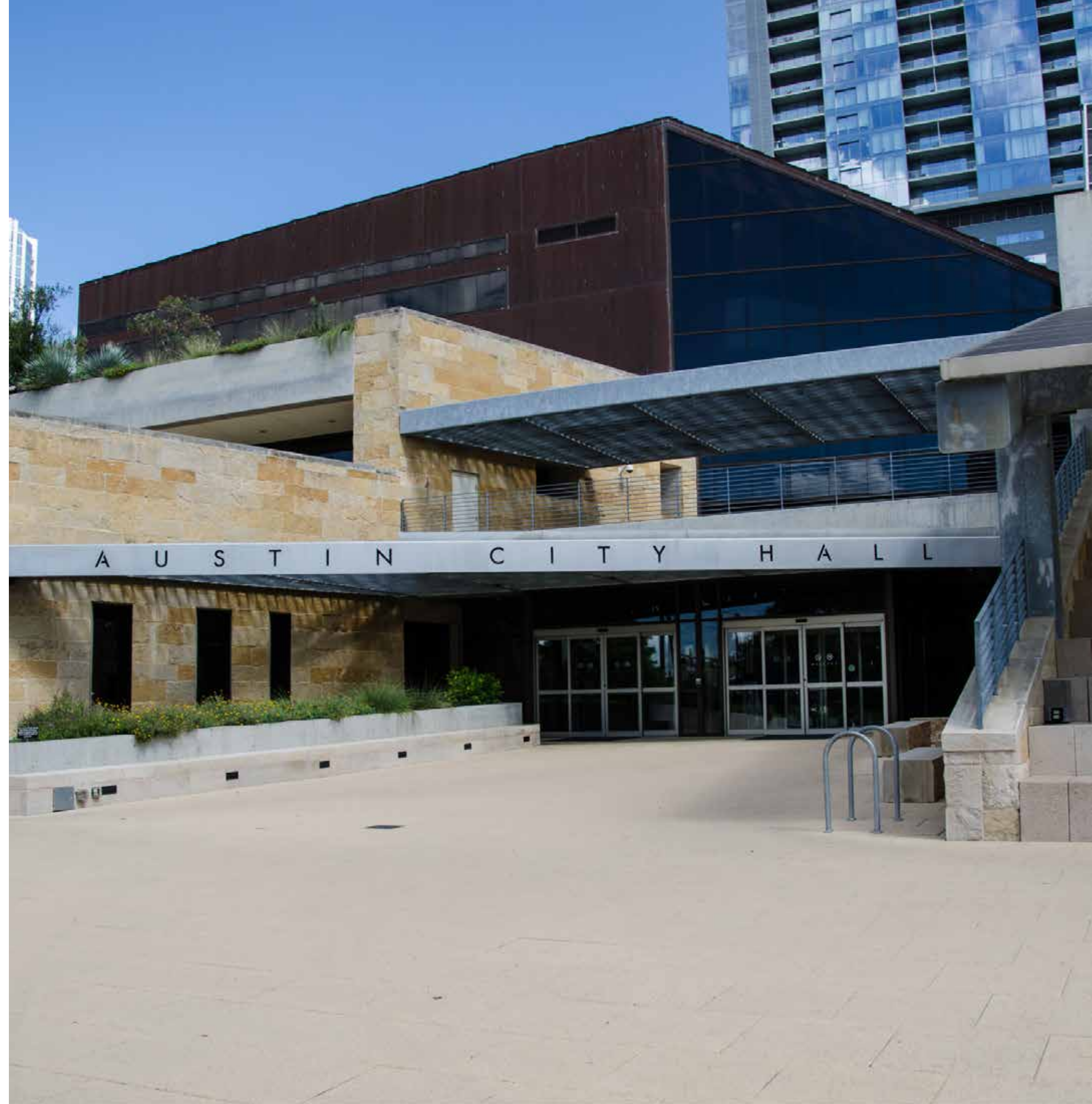
Located at the edge of the Texas Hill Country -- rolling terrain of limestone bluffs, springs, rivers, and lakes -- Austin's climate is ideal for year-round jogging, cycling, hiking on the city's many trails, or swimming at Barton Springs Pool or one of the area's many other swimming holes. There are several excellent golf courses in the area, as well as opportunities for rowing, kayaking, canoeing, camping, rock climbing, disc golf, mountain biking, fishing, and more. Austin has something for everyone.



Austin City Government

The City of Austin is a progressive, full-service municipal organization operating under the Council-Manager form of government. Austin's mayor is elected from the city at large, and ten council members are elected from single-member districts. Terms of the mayor and council members are four years, and terms are staggered so that a general election is held every two years, with half the council being elected at each election. Term limits for the mayor and council members provide for two consecutive four-year terms. The City Council is responsible for appointing the City Manager, who is the Chief Administrative and Executive Officer of the City, City Clerk, City Auditor, Municipal Court Judges, and the Municipal Court Clerk.

To learn more about the dynamic City of Austin, visit austintexas.gov.





Join the City of Austin Team

At the City of Austin, we are more than just an employer—we are a vibrant community dedicated to shaping one of the nation's most dynamic and innovative cities. As we strive to fulfill our commitment as public servants, it is important that we ground our efforts in a set of guiding principles – Empathy, Ethics, Excellence, Engagement, and Equity – anchors in service delivery that significantly impact the lives of Austinites. Joining the City of Austin means embarking on a purposeful career, contributing to the community, and being part of a forward-thinking organization that values every employee.

To learn more about the City of Austin's guiding principles, [click here](#).

What Makes the City of Austin Special?

- **Make a Difference:** Join a team driving meaningful change in one of the fastest-growing cities in the nation.
- **Value and Innovation:** Work in an environment where employees are valued, and innovation thrives.
- **Competitive Benefits:** Enjoy a comprehensive compensation package that includes generous leave, work-life balance programs, and extensive benefits.
- **Retirement Security:** Plan for the future with the City of Austin Employees' Retirement System.
- **Sustainable Transportation Options:** Commute easily with access to public transit and bike-friendly infrastructure.
- **Focus on Wellness:** Stay healthy through wellness programs, on-site fitness centers, and mental health support.
- **Career Growth:** Advance your skills and expertise with professional development and leadership opportunities.
- **Modern Workspaces:** Work in innovative and sustainable environments designed to foster collaboration and inspiration.

By joining us, you become part of a community that values its people and is committed to making Austin the most thriving and resilient city in the country.

The Austin Fire Department

The Austin Fire Department is one of the 20 largest fire departments in the nation, with 54 stations and over 100,000 calls for service handled annually. Austin Fire provides its services with over 1,350 sworn firefighters, 135 professional staff, and is authorized for 60 cadets. Funding its operations is an FY 2027 budget of \$303.8 million.

The department is organized across the following five branches: Operations, Specialized Functions (Homeland Security and Wildfire), Prevention & Technology, Member Services, and Management Services, with each led by an Assistant Chief. The Fire Chief is directly supported by a Chief of Staff, to whom the Assistant Chiefs report.

Uniquely, the City of Austin is served by Austin-Travis County Emergency Medical Services who provides 9-1-1 ALS emergency medical response to Austin and Travis County, serving a population of over 1.4M residents in a service region of over 1,039 square miles. Having a separate EMS agency allows Austin Fire to have a more singular focus on fire suppression and prevention. Austin Fire's arson arrest rate is four times the national average, and it contains 82 percent of structure fires and 92 percent of apartment fires to their room of origin.



\$ 303.8M
FY 2027 Budget

1,350
Sworn Firefighters

135
Professional Staff

60
Cadets





The Position

Reporting to an Assistant City Manager for Public Safety, the Austin Fire Chief serves as the administrative head of the Austin Fire Department and provides strategic and operational leadership for the City's fire prevention, suppression, and emergency response services. The Chief directs, plans, and coordinates department activities while establishing policies, service priorities, staffing levels, and organizational practices that protect life and property and deliver effective service to Austin's diverse and growing community. Key responsibilities include:

- **Department Leadership & Strategy:** Provides executive leadership for the Fire Department, establishing departmental goals, programs, policies, staffing priorities, and service strategies aligned with the City's management plan and organizational objectives.
- **Fire Prevention, Suppression & Emergency Services:** Leads the City's efforts to preserve life and property through effective fire prevention and suppression services and provides leadership across the full range of metropolitan fire operations, including first-responder emergency medical services.
- **Operational Excellence & Service Delivery:** Monitors and evaluates departmental methods, procedures, and service delivery; advances quality improvement and customer service initiatives; and develops programs and practices that enhance organizational effectiveness.

- **People Leadership & Organizational Development:** Serves as the lead administrator for sworn and non-sworn employees and builds organizational capability through recruitment, selection, training, evaluation, coaching, mentoring, and employee development.
- **Community Engagement & Partnerships:** Builds trusted relationships with community and business leaders, using innovative outreach approaches to strengthen partnerships and encourage community support and involvement in Fire Department programs within Austin's multicultural environment.
- **Citywide & Interagency Collaboration:** Develops cooperative relationships with City departments, law enforcement agencies, and related organizations to improve service delivery, coordinate emergency activities, and advance collaborative problem-solving initiatives.
- **Executive & Public Leadership:** Establishes effective working relationships with the City Manager, City Council, department directors, employees, and the public while providing sound leadership in critical, complex, and uncertain situations.
- **Financial & Resource Stewardship:** Provides executive oversight of departmental resources and budgetary responsibilities, ensuring staffing and operational resources are effectively deployed to achieve established goals and service objectives.
- **Labor & Employee Relations:** Provides leadership within a represented workforce environment, including the Meet and Confer process, labor negotiations, employee counseling, discipline, and other personnel matters.

Ideal Candidate

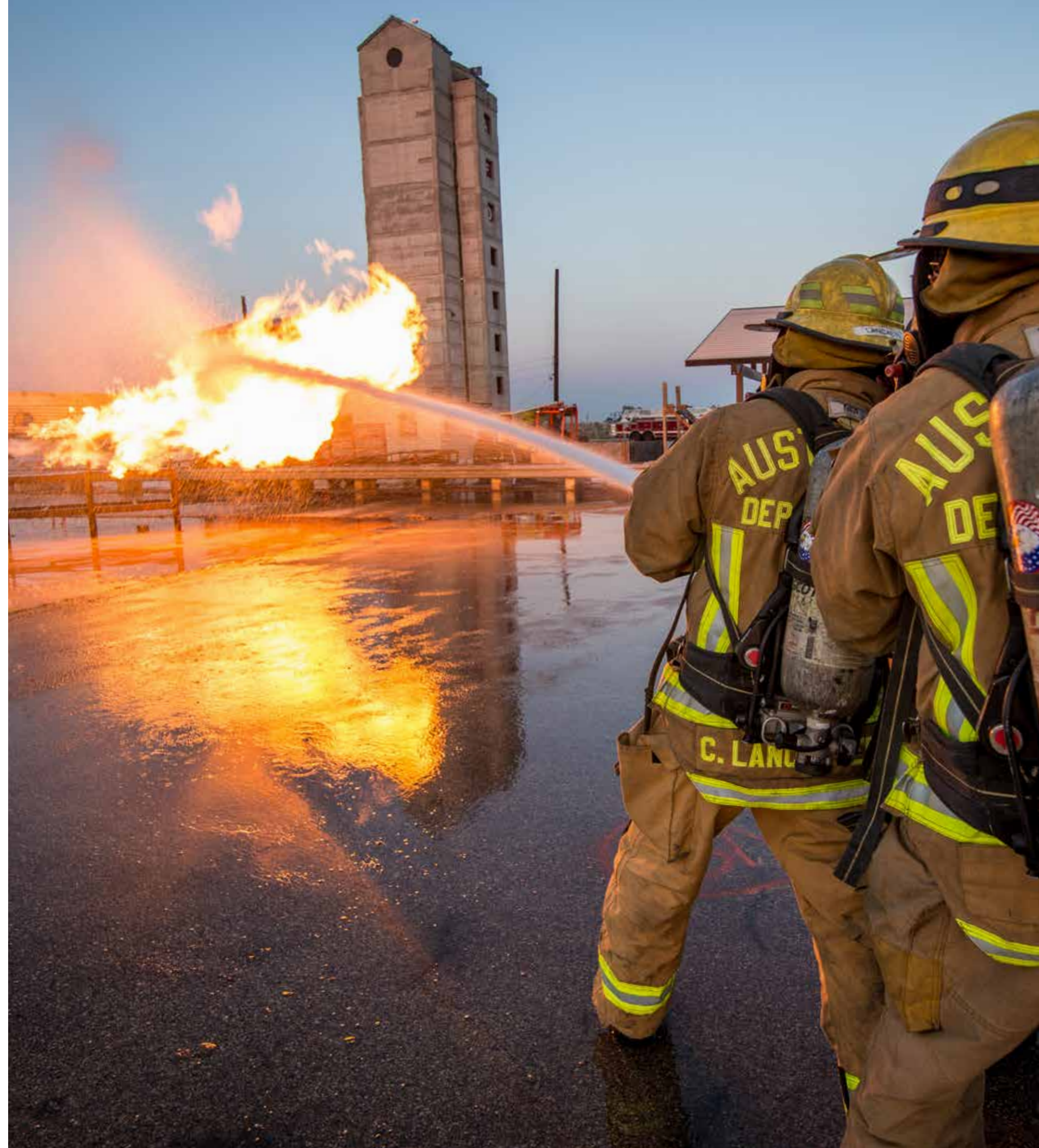
The ideal candidate for the Austin Fire Chief will be progressive and innovative, yet will also respect and honor the fifty-year success of how emergency services are provided in the Austin area with public safety primarily provided by three agencies – Austin Fire, Austin Police, and Austin-Travis County Emergency Medical Services. The following attributes would help ensure success in the role:

Urban Experience: Austin is the 13th largest city in the nation and continues to grow. Large cities present unique issues, and candidates with experience in urban environments will be more apt to find success.

Growth Experience: The growth in Austin presents additional challenges, both in ensuring Austin Fire's capabilities stand ready to grow with the City, but also because the majority of Austin's new growth is in the wildland-urban interface (WUI). New construction in the WUI requires close coordination and solid relationships with the development community.

Labor-Management Experience: The labor-management climate with Austin Fire is mature and positive, and the next Fire Chief should not only come with a strong track record of positive and productive labor-management experience but also be willing to invest the time and effort to make the environment in Austin even better.

Collaboration and Relationships: Austin is a city driven by collaboration. Across the Fire Department, across the city organization, and across the greater Austin community - relationships matter. The next Fire Chief must be invested in partnerships and look for opportunities to help others be successful.





Qualifications

The following are the minimum requirements for the position:

Education: Graduation with a Bachelor's degree in Fire Science or a related field. A Master's degree is preferred, as are executive fire trainings and certificates.

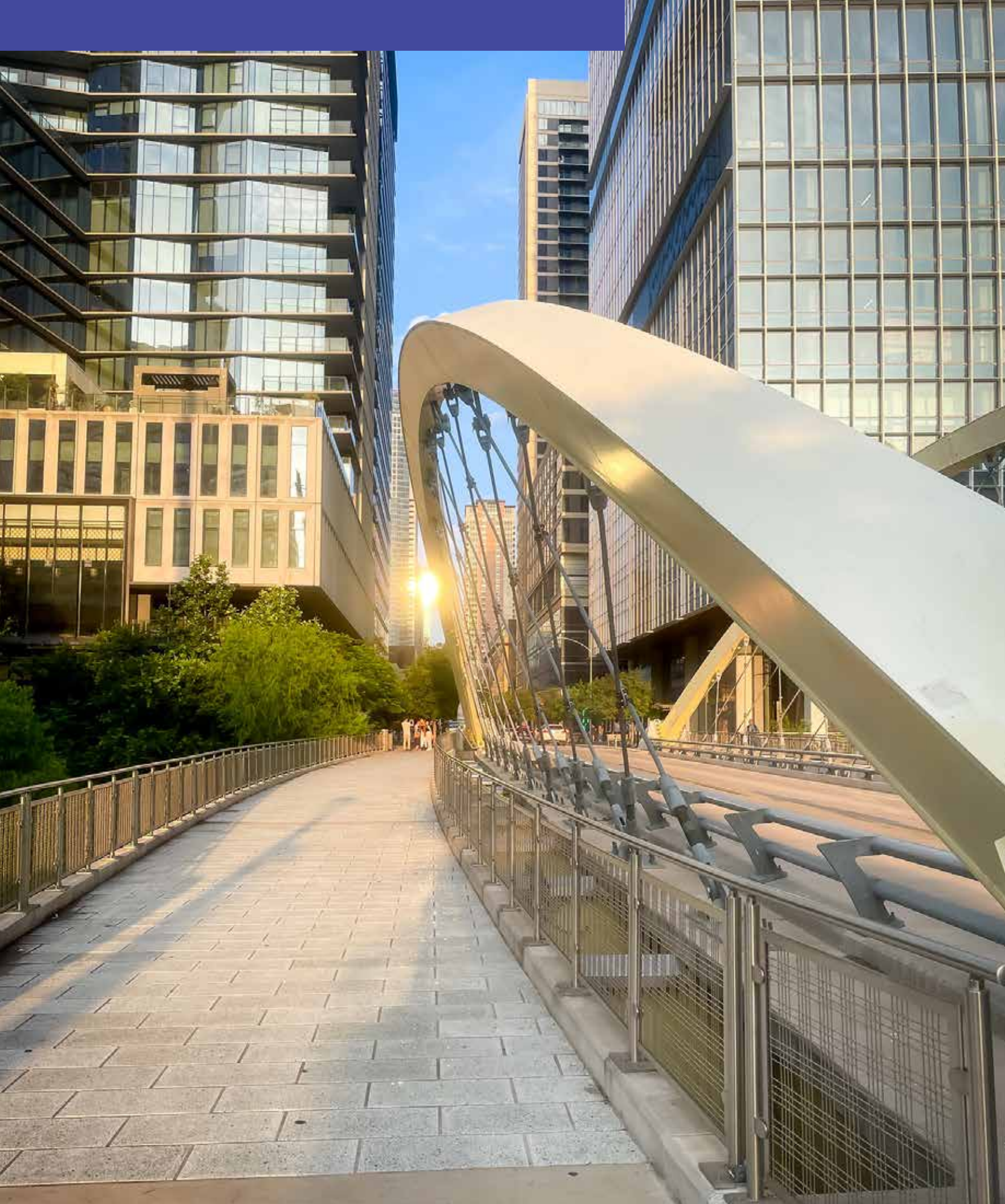
Experience: Five years of progressively responsible work in fire management in a large city and/or county government structure, two of which must be in a senior command level.

Licenses and Certifications Required: Certification by the Commission on Fire Protection Standards at the intermediate level or its equivalent as defined by the Texas Commission on Fire Protection Standards. An individual appointed head of a department must be eligible to be certified at the time of the appointment or will become eligible to be certified within one year of the appointment as defined by the Texas Commission on Fire Protection Standards.

Salary & Benefits

The salary range for the Austin Fire Chief is **\$278,000 to \$288,000**, with placement in the range depending on qualifications. The benefits package includes medical, dental and vision coverage, life insurance, compensated leave, short-term disability, and retirement benefits. The City is a member of the Proportionate Retirement Program. Optional benefits include supplemental life insurance, a 457 deferred compensation plan, long-term disability plan, and a legal plan. Visit [Austin Employee Benefits](#) to learn more about the City's employee benefits.





Application & Selection Process

Interested candidates should apply no later than **Monday, October 19, 2026**.

Submit a comprehensive résumé and compelling cover letter online at:

www.mosaicpublic.com/careers

Information submitted for consideration may be made available to the public in compliance with the Texas Open Records Act. Interested candidates are encouraged to contact one of the recruiters below before submitting materials.

CONFIDENTIAL INQUIRIES ARE WELCOMED TO:

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

The City of Austin is committed to compliance with the Americans with Disabilities Act. Reasonable modifications and equal access to communications will be provided upon request. For assistance, please contact 512-974-3210 or Relay Texas 7-1-1.

The City of Austin is an Equal Opportunity Employer.

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