



# FIRE CHIEF

City of **Lake Worth, TX**

Recruitment Services Provided By



An aerial photograph of a suburban neighborhood in Lake Worth, Texas. The foreground shows several houses with green lawns and mature trees. In the middle ground, there are more houses and some commercial buildings. In the background, a large lake is visible under a clear sky with some light clouds. The overall scene is bright and sunny, suggesting a clear day.

## The Opportunity

The City of Lake Worth, Texas, is offering an exceptional opportunity for an emerging or experienced fire service executive to serve as the next Fire Chief. This position provides a dedicated fire service professional with the opportunity to lead a suburban, all-hazards, ISO Class 1-rated, and Texas-accredited Fire Department committed to delivering comprehensive emergency services to the City of Lake Worth, the neighboring community of Lakeside, and portions of unincorporated Tarrant County.



## About Lake Worth

The City of Lake Worth is in Tarrant County, about 11 miles northwest of downtown Fort Worth, near the intersection of Interstate 820 and State Highway 199. Named for the nearby lake, the City of Lake Worth is situated within a unique wildland-urban interface where residential neighborhoods and commercial development blend with natural vegetation and open spaces. Lake Worth encompasses approximately 2.5 square miles and serves a residential population of about 5,000, while its strategic location and commercial activity contribute to a daytime population that exceeds 50,000.

Lake Worth was officially incorporated in 1949 as Lake Worth Village. In 1962, the community was renamed the City of Lake Worth, and residents approved its home-rule charter in 1965. Lake Worth operates under a council-manager form of government. The governing body consists of a mayor and seven councilmembers, all elected at-large by Lake Worth residents. The City Council appoints the City Manager, who serves as the City's chief administrative officer and is responsible for leading and directing the day-to-day operations of this full-service municipality.

Guided by a vision of being a safe, vibrant community and a leader toward new horizons, Lake Worth remains focused on responsible fiscal stewardship, strategic infrastructure investment, exceptional service delivery, meaningful community engagement, enhanced open spaces, and continued revitalization efforts that strengthen the quality of life for residents, businesses, and visitors alike.

Lake Worth's 2025-2026 Annual Operating Budget may be viewed [here](#).

# The Department

The Lake Worth Fire Department provides comprehensive emergency services, including fire suppression, fire prevention, annual commercial fire inspections, development plan review, and community-centered fire safety education programs. The Department is dedicated to delivering responsive, professional service while promoting safety, preparedness, and resilience throughout the community.

The Department's mission is centered on serving the Lake Worth community with an unwavering commitment to protecting life and property through effective emergency response, proactive fire prevention, and public education. This mission is grounded in the core values of pride, honor, integrity, and exceptional customer service. The Department's motto, "The Perfect 10s," reflects both the high standards upheld by its personnel and the organization's longstanding identity within the Tarrant County fire service system, where the number 10 designates all Lake Worth fire apparatus.

Through interlocal agreements, the Department serves as the contract fire service provider for the City of Lakeside and portions of Tarrant County Emergency Services District (ESD) No. 1. The Department also collaborates closely with the City of Fort Worth in providing first-response emergency medical services to Lake Worth, Lakeside, and ESD No. 1. A collaborative interlocal agreement between Lake Worth and the City of Fort Worth further strengthens the Department's emergency medical service capabilities. Through this partnership, the Lake Worth Fire Department is working to enhance patient care by transitioning its first-response capability from Basic Life Support (BLS) to Advanced Life Support (ALS).

The Department maintains an Insurance Services Office (ISO) Public Protection Classification rating of 1, placing it among the nation's highest-performing fire departments in public fire protection. This premier distinction reflects excellence in staffing, training, emergency response, equipment, communications, and water supply infrastructure. The Department is also accredited by the Texas Commission on Fire Protection (TCFP), demonstrating its ongoing commitment to professional standards, operational excellence, and best practices in fire service delivery.

Operating from its recently constructed headquarters facility, Fire Station No. 1, the Department responded to 2,789 calls for service during 2024–2025. Approximately 52 percent of those calls involved emergency medical services, while 47.7 percent were fire-related incidents. Fire Station No. 1, dedicated in honor of former Mayor and Lake Worth firefighter Walter E. Bowen, houses the Department's frontline and reserve apparatus. The City's Emergency Operations Center (EOC), which serves as the centralized command and coordination site during critical incidents and emergency events, is also located within Fire Station No. 1.

The Department is staffed by 24 FTEs and has an operating budget of \$4,220,882.

**\$ 4.2M**  
All Funds Budget

**24FTE**  
Employees





## The Position

Lake Worth is seeking a contemporary, people-centric, and community-focused fire service leader to serve as the next Fire Chief. Because the position functions with a significant amount of autonomy and associated responsibility, the highest ethical standards and integrity are essential.

The primary responsibilities of the Fire Chief include assisting in the protection of lives and property by leading the day-to-day operations of the fire department and its associated personnel. This is accomplished by serving as the executive manager and commander of the fire department. Other responsibilities include directing employees, enhancing departmental operations, maintaining fire apparatus and equipment, promoting fire safety, preparing and managing the Department's budget, and working cooperatively with community members, municipal staff, and other stakeholders.

Lake Worth's proximity to Naval Air Station Joint Reserve Base Fort Worth, the City's shared responsibilities for fire safety services, and mutual aid agreements with several adjacent communities, makes a collaborative and cooperative focus essential. A continued emphasis on exceptional customer service, maintaining elevated levels of community engagement, complying with industry best practices, and employing advanced technologies to ensure exceptional service delivery while maintaining a healthy organizational culture will continue to be among the new Fire Chief's priorities.

# Ideal Candidate

The Lake Worth Fire Department benefits from strong municipal leadership and broad community support. As such, the ideal candidate will be a hands-on, approachable leader who thrives in a collaborative, small-city environment with significant opportunities for both internal and external engagement.

Lake Worth's continued positive momentum requires a Fire Chief who is a strategic thinker, well versed in all aspects of the modern career fire service, and committed to working alongside the City leadership and in tandem with the Department's leadership, rank-and-file personnel, partner agencies, and the community to further strengthen organizational performance and service delivery.

The ideal candidate will be a well-rounded fire service professional with extensive experience in fire and rescue administration, contemporary fire suppression and prevention practices, emergency medical services, fiscal forecasting and planning, and budget management.

The successful candidate will possess many of the following traits and qualifications:

- Experience serving as a Fire Chief, Assistant Chief, Division Chief, or in a comparable senior leadership role resulting in a strong background in all aspects of fire/rescue operations and the provision of emergency medical services within a similarly sized fire department.

- A demonstrated record of leadership, relationship building, collaborative problem-solving, and active engagement both within the Department and throughout the community.
- A leadership style characterized by high visibility, accessibility, staff engagement, mentoring, and transparent communication.
- Proven capabilities in critical incident management, emergency preparedness and response coordination, and the administration of interlocal agreements.
- The ability to establish and maintain effective communication and information-sharing networks at the local, county, and state levels.
- Experience coordinating collaborative interdepartmental activities related to emergency planning, disaster response, and operational readiness.
- Excellent interpersonal and communication skills, both written and verbal, with the demonstrated ability to foster productive relationships internally and externally to enable new partnerships while strengthening existing interdepartmental and interagency relationships in support of effective local and regional collaboration.
- Knowledge of emerging trends, contemporary issues, and best practices affecting the fire service profession.





# Qualifications

Any combination of equivalent experience, education, and training that would provide the required knowledge, skills, and abilities may qualify. A typical way to obtain the requisite knowledge and abilities would be:

## Education:

- Graduation from an accredited university or college with a Bachelor's degree in Fire Science/Administration, Emergency Management, Business Administration, Public Administration, or a related field, is required.
- Master's degree in Public Administration, or a related field, from an accredited college or university is preferred.
- Completion of at least one of the following is desired: National Fire Academy/Executive Fire Officer Program, Texas Fire Chiefs Academy, Texas A & M Fire Service CEO Program, or Fire Service Executive Development Institute.

## Experience:

- A minimum of ten (10) years of progressively responsible, full-time paid municipal, county, or regional fire service experience at the rank of Division Chief or above, including five (5) years in a supervisory capacity, is required.

## Required Licenses and Certifications:

- Possession of or ability to obtain TCFP Head of Suppression Department status in accordance with TCFP Rule 449.1 within one year of appointment.
- Valid State of Texas Class B Driving License is required and must be maintained.
- TFCP Master Firefighter Certificate
- Emergency Medical Technician (EMT) Certification/Licensure
- Fire Instructor III
- Incident Command/NIMS: 100, 200, 300, 400
- Incident Safety Officer
- Master Fire Investigator/Inspector
- Hazardous Materials Technician

## Additional Requirements:

The selected candidate must pass all pre-employment screenings, including drug and alcohol screening, medical examination, psychological assessment, background investigation, an FBI criminal background fingerprint check and other municipal requirements.

# Salary & Benefits

The annual compensation range for this position is **\$135,000 - \$175,500**, with final placement in the range dependent on qualifications and experience. Lake Worth offers an excellent benefits package. Key benefits include:

**Retirement:** The City matches the employee's required contribution of 7% to the Texas Municipal Retirement System (TMRS) with a contribution of 14%. The retirement program contributions begin on hire date. Employees are vested in the retirement system after five years of employment and are eligible for retirement after 20 years. The City of Lake Worth requires Social Security System contributions.

**Health and Wellness:** The City of Lake Worth provides a comprehensive benefits package as part of the total compensation package. These benefits support employees and their families through important life events. These benefit offerings include:

- Medical, Dental, and Vision Insurance
- Life and Long-Term Disability Insurance
- Deferred Compensation Plans
- Paid holidays, vacation, and sick leave

**Equipment:** Uniforms and equipment are provided.

**Technology:** A cellphone allowance and laptop are provided.

**Vehicle:** An assigned vehicle is provided.





# Application & Selection Process

Qualified candidates are strongly encouraged to submit a compelling letter of interest and comprehensive résumé by **June 22, 2026**. Apply by uploading your interest letter and résumé at:

[www.mosaicpublic.com/careers](http://www.mosaicpublic.com/careers)

Due to the public nature of searches in the State of Texas, confidential inquiries are welcomed to:

Jacqueline "Jackie" Seabrooks, Senior Consultant  
[Jackie@mosaicpublic.com](mailto:Jackie@mosaicpublic.com) | (916) 581-1430

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This recruitment incorporates existing rules and regulations that govern public sector recruitments in the State of Texas. In accordance with public disclosure/open records laws, information submitted for consideration may be made available to the public upon request by interested parties.

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