



# FIRE CHIEF/ EMERGENCY MANAGER

## Harris County Emergency Services District No. 48

Annual Salary:

\$175,000 – \$200,000 DOE/DOQ



**Are you a strategic, visionary fire service leader with a passion for EMS who can drive innovation, improve operations, and foster a positive organizational culture?** If so, apply to be Harris County ESD 48's next Fire Chief / Emergency Manager!

We're looking for an exceptional, engaged, and collaborative leader who is:

- Experienced in both fire and EMS operations
- A skilled communicator and strategic planner
- Passionate about building strong teams and public trust

Serving the dynamic and growing Greater Katy area – read on to learn more about this opportunity!



## ABOUT THE COMMUNITY

Harris County ESD 48 is a suburban district of approximately 150,000 residents located in western Harris County, Texas. Known for its upscale neighborhoods, top-rated schools, and strong community spirit, the area blends small-town friendliness with modern amenities.

Located 27 miles west of downtown Houston along the I-10 and Grand Parkway corridor, the District offers easy access to cultural, educational, and professional opportunities. Attractions include historical museums, parks, golf courses, and a host of local festivals. Families are drawn to the area for Katy ISD's stellar reputation and for the high quality of life found throughout the Greater Katy region.

Once a prairie and agricultural hub, the area now features a mix of historic neighborhoods and master-planned developments. Residents enjoy the benefits of suburban comfort with quick access to Houston's world-class amenities.



POPULATION  
**150,000**



MEDIAN HOUSEHOLD INCOME  
**\$108,648**



MEDIAN HOME VALUE  
**\$362,500**

AVERAGE MONTHLY RENT:  
**\$1,825**

City History



Tourism



Katy Economic  
Development Council



Living in Katy, TX



Katy Neighborhoods  
Tour



## GOVERNANCE & ORGANIZATION

Harris County ESD 48 operates under an Emergency Services District governance model, led by a five-member Board of Commissioners elected to staggered four-year terms. The Board oversees the District's budget, strategic direction, and operational oversight of fire and EMS services.

**The District provides a full range of services, including:**

- Fire Protection
- Emergency Medical Services
- Public Education and Fire Prevention





## THE JOB

Harris County ESD 48 provides all-hazards emergency response, EMS, fire prevention, public education, and training. The department is home to a highly regarded EMS system and a growing fire suppression force. As the first EMS agency in the United States to deploy Whole Blood in the field, ESD 48 continues to lead in innovative emergency medical care. The department maintains a strong academic relationship with UT Houston, enabling both EMS-trained physicians and EMS Fellows in training to interact and ride with EMS crews, enhancing both education and patient care. Additionally, ESD 48 operates a Community Paramedic Program in partnership with local hospitals to reduce readmissions and help keep patients safely at home. Reporting directly to the Board of Commissioners, the new Fire Chief will:

- Lead strategic operations and long-term planning
- Foster collaboration across fire, EMS, and administrative staff
- Oversee new station development and service expansion
- Represent the District externally and build strong community relationships
- Promote innovation, accountability, and operational efficiency

## DEPARTMENT STRUCTURE

### DIVISIONS WITHIN THE DEPARTMENT:

- FIRE OPERATIONS
- EMS
- FIRE PREVENTION / COMMUNITY OUTREACH



EMPLOYEES

**250+**



DEPT. BUDGET

**\$ 30**  
MILLION

### KEY PROJECTS FOR 2025

- COMPLETE STRATEGIC PLAN IMPLEMENTATION
- DESIGN AND BUILD NEW STATIONS #2 AND #6
- ADVANCE CULTURAL TRANSFORMATION AND UNIFIED OPERATIONS



## IDEAL CANDIDATE

The ideal candidate will be a highly experienced leader with a background in combination fire departments and EMS systems. They will demonstrate strong leadership, exceptional communication, and relationship-building skills, inclusive leadership practices, and a commitment to excellence.

They should be an exceptional leader with a proven ability to manage complex operations, implement strategic goals, and foster a culture of teamwork and accountability. The new Fire Chief will be approachable, ethical, and capable of navigating board dynamics, internal politics, and public-facing responsibilities with professionalism.

A successful candidate will be deeply invested in staff development, long-term planning, and driving innovation to meet the needs of a growing and diverse population.

## EXPERIENCE & QUALIFICATIONS

### REQUIRED:

- Bachelor's degree in Management, Business, Fire Technology, or related field
- More than 20 years of experience in fire service with leadership responsibilities
- Texas or National Emergency Medical Technician (NREMT-EMT or State Certified) certification
- Master Structural Firefighter certification or equivalent
- Completion of NIMS 100/200/300/400/700/800
- TCFP Officer I, II, and III

### PREFERRED:

- Master's degree, CFO, CMO, or EFO designation
- TEEX Fire Service Chief Executive Officer program
- Command experience in a combination department in a metropolitan area
- Advanced Cardiac Life Support (ACLS)
- Pediatric Advanced Life Support (PALS)
- Prehospital Trauma Life Support (PHTLS)





## SALARY & BENEFITS

**Compensation:** \$175,000 – \$200,000 DOE/DOQ

**Health Benefits:** 100% employee and 80% dependent medical, dental, and life insurance

**Paid Leave:** Generous paid vacation and sick leave

**Retirement:** Texas County & District Retirement System (TCDRS), with 2:1 employer match

**Additional Perks:** District vehicle provided; strong support for ongoing training and professional development

The District also offers a positive, team-oriented culture with outstanding working conditions and a strong sense of mission and community service.

## HOW TO APPLY

Apply Here



For more information, contact:

**Rudy Jackson, Executive Recruiter**

[RudyJackson@GovernmentResource.com](mailto:RudyJackson@GovernmentResource.com) | 817-337-8581

*Harris County Emergency Services District No. 48 is an Equal Opportunity Employer and values diversity in its workforce. Applicants selected as finalists for this position will be subject to a comprehensive background check.*