



Photo credit: Natalie Lange

# E-911 DIRECTOR

Annual Salary:

\$82,191-\$123,286 DOE/DOQ

Brenham, Texas



**EMERGENCY MANAGEMENT**

**Are you a decisive, service-driven professional who can lead emergency communications with confidence and care?** If so, apply to be Washington County's next E-911 Director!

We're looking for an exceptional operations-minded leader who is:

- Experienced in emergency dispatch and 911 communications systems
- Skilled in personnel oversight, scheduling, and performance management
- Confident managing mission-critical systems in high-pressure environments

**Birthplace of Texas** – read on to learn more about this opportunity!





Photo Credit: Natalie Lange

# ABOUT THE COMMUNITY

Washington County is a historic and scenic area in Central Texas, blending small-town charm with strong community values. With a vibrant mix of culture, youth programs, and outdoor beauty, it offers an exceptional quality of life.

Located halfway between Austin and Houston, the County is anchored by Brenham, known for its heritage festivals, thriving local economy, and access to top-tier youth sports and recreation. Families benefit from programs like 4-H, soccer, and Little League, while residents enjoy rolling hills, seasonal bluebonnets, and Texas' oldest county fair.

As the Birthplace of Texas, Washington County celebrates deep historical roots while fostering a welcoming, community-first environment.



POPULATION  
**37,810**



MEDIAN HOUSEHOLD INCOME  
**\$75,085**



MEDIAN HOME VALUE  
**\$270,100**

AVERAGE MONTHLY RENT  
**\$1,091**

Tourism



History



# GOVERNANCE & ORGANIZATION

Washington County operates under the Texas County Government system. The County Judge is elected at-large, and four Commissioners are elected by precinct. All terms are four years with no term limits.

The County provides a full range of services including:

- Emergency Communications (E-911)
- Public Safety and Law Enforcement
- Road & Bridge Infrastructure



## ABOUT THE JOB

The E-911 Department manages 24/7 emergency communications across Washington County, dispatching services including law enforcement, fire, EMS, and animal control. The department also oversees operations related to TLETS, CAD systems, and quality assurance.

Reporting to the Commissioners' Court, the new E-911 Director will:

- Direct all aspects of 911 communications operations
- Supervise and support department personnel, including hiring and evaluations
- Oversee scheduling, standards, and workflow quality
- Administer systems maintenance and upgrades for CAD, servers, recorders
- Manage reporting, purchasing, records, and public information requests

## DEPARTMENT DIVISIONS

- EMERGENCY DISPATCH OPERATIONS
- TECHNOLOGY & SYSTEMS MANAGEMENT
- QUALITY ASSURANCE & TRAINING

## DEPARTMENT QUICKFACTS



EMPLOYEES

**23**



DEPT. BUDGET

**\$2.14**  
MILLION

## 2025 KEY PROJECTS

- UPGRADE OF CAD AND DIGITAL RADIO SYSTEMS
- IMPROVE PERFORMANCE EVALUATION AND EMPLOYEE TRAINING, RECRUITMENT, AND RETENTION.
- EMERGENCY CALL RESPONSE AND SCHEDULING OPTIMIZATION

[Full Job Description](#)







Photo credit: City of Brenham, Texas

## THE IDEAL CANDIDATE

The ideal candidate will have strong operational and leadership experience in emergency communications. They will demonstrate:

- Calm, ethical, and decisive behavior under pressure
- Confidence supervising and mentoring a diverse team
- Proficiency with dispatch systems and public safety software
- Ability to navigate local government relationships and compliance standards



Photo Credit: Natalie Lange

## EXPERIENCE & QUALIFICATIONS

### REQUIRED:

- High school diploma or GED
- 5 years in emergency dispatching
- 5 years in emergency communications management
- Certification or ability to earn TLETS within 1 year
- Valid Texas Driver's License or equivalent transportation
- Candidates must establish a permanent residence within a 60 minute response time to the communications center in Brenham, Texas, within one year

### PREFERRED:

- Bachelor's degree in Communications, Business, or related field
- NENA or APCO certifications (ENP, CMCP, RPL)
- Experience with county government operations
- CPR and Emergency Medical Dispatch Certification





## SALARY & BENEFITS

**Compensation:** \$82,191–\$123,286 DOE/DOQ

**Health Benefits:** Comprehensive medical, dental, and vision coverage

**Paid Leave:** Vacation, sick leave, holidays, and other applicable leave policies

**Retirement:** Participation in Texas County & District Retirement System (TCDRS), employee and employer contributions

**Additional Perks:** Potential for flexible schedule, ongoing training and certification opportunities, county wellness resources

## HOW TO APPLY

Apply Here



For more information on this position, contact:

**Andy Kancel, Senior Vice President**

[AndyKancel@GovernmentResource.com](mailto:AndyKancel@GovernmentResource.com) | 817-994-6295

*Washington County is an Equal Opportunity Employer and values diversity in its workforce. Applicants selected as finalists will be subject to a comprehensive background check.*