



# DISTRICT ADMINISTRATOR

NORTH BLANCO COUNTY EMERGENCY SERVICE DISTRICT 1

NORTH BLANCO COUNTY, TEXAS

Annual Salary:

\$90,000 to \$130,000 DOE/DOQ



**Are you a strategic, relationship-driven emergency services professional who can manage financial operations, lead district-wide initiatives, and serve as a trusted facilitator among multiple partner agencies?** If so, North Blanco County ESD 1 invites you to apply to be its next District Administrator!

We're seeking a collaborative and highly organized leader who is:

- Experienced in budgeting, procurement, and grant management
- Skilled in coordinating with volunteer fire departments and regional partners
- Capable of supporting strategic planning, compliance, and interagency growth

North Blanco County ESD 1 is a growing district positioned for long-term success — read on to learn more about this opportunity!



## ABOUT THE COMMUNITY

North Blanco County ESD 1 sits in the heart of the Texas Hill Country, a region renowned for its rolling hills, wide-open spaces, and peaceful rural charm. The area offers breathtaking views, abundant wildlife, and a strong sense of community, making it an ideal place to live, work, and raise a family. Residents enjoy the relaxed lifestyle of Hill Country living without big-city congestion, while still benefiting from access to essential services and regional amenities.

The district surrounds several small but thriving Hill Country towns, including communities near Johnson City, Round Mountain, and Blanco. These towns feature local vineyards, scenic rivers perfect for summer floating, charming shops, historic sites, and community events that showcase the area's culture and Texas roots. Outdoor recreation is a hallmark of the region, with opportunities for hiking, boating, bird watching, and exploring the natural beauty preserved throughout Blanco County.

The area is experiencing meaningful growth, bringing new opportunities for families, businesses, and emergency services. Housing remains accessible compared to many Texas markets, and the region continues to attract residents seeking quality of life, open landscapes, and a welcoming community spirit.



POPULATION  
**12,878**



MEDIAN HOUSEHOLD INCOME  
**\$86,600**



MEDIAN HOME VALUE  
**\$390,900**

AVERAGE MONTHLY RENT:  
**\$1,450**

History



Tourism



## GOVERNANCE & ORGANIZATION

North Blanco County ESD 1 is governed by a five-member Board of Commissioners appointed by the Blanco County Commissioners Court for two-year terms. The District provides fire protection, EMS, and related emergency response services through contracts with Round Mountain VFD, Johnson City VFD, and Blanco County EMS. As a rapidly growing Hill Country district, NBC ESD 1 is focused on strengthening partnerships, ensuring financial stewardship, supporting operational readiness, and preparing for long-term transitions as volunteer departments evolve toward future combination staffing models.





## THE JOB

North Blanco County ESD 1 provides fire protection, EMS, ambulance services, and emergency response through coordinated partnerships with three contracted agencies. This new District Administrator role is essential to supporting the Board, modernizing district operations, and facilitating growth across multiple organizations.

### Reporting to the Board of Commissioners, the District Administrator will:

- Manage district finances, budgeting, procurement, and payroll
- Assemble, manage, and distribute the monthly Board packet
- Facilitate assistance to Round Mountain VFD, Johnson City VFD, and Blanco County EMS, including helping implement new systems, coordinating purchasing, and supporting strategic planning
- Conduct policy research and prepare recommendations
- Manage grants, compliance reporting, and website updates
- Represent the district at county and regional emergency service meetings

### DIVISIONS WITHIN THE DISTRICT:

- FIRE PROTECTION (VIA CONTRACTED DEPARTMENTS)
- EMERGENCY MEDICAL SERVICES
- ADMINISTRATIVE SERVICES



DISTRICT BUDGET

# \$1.897M

### KEY PROJECTS FOR 2026

- LEAD COMMUNITY RISK ASSESSMENTS, SERVICE DELIVERY ANALYSIS, AND STRATEGIC PLANS FOR THE DISTRICT AND CONTRACTED DEPARTMENTS
- ASSIST DEPARTMENTS WITH IMPLEMENTING NEW REPORTING SYSTEMS AND COORDINATED PURCHASING
- SUPPORT GROWTH PLANNING AND PREPARATION FOR FUTURE TRANSITION TO COMBINATION STAFFING
- IMPROVE REPORTING, COMPLIANCE TRACKING, AND BOARD PACKET PROCESSES

[Full Job Description](#)





## IDEAL CANDIDATE

The ideal candidate is a seasoned emergency services professional who excels as a facilitator, collaborator, and strategic thinker. They bring strong financial management skills and an ability to support organizations they do not directly supervise. They are relationship-driven, patient, and skilled at building trust across volunteer and EMS agency leadership.

This person can manage complex workloads, lead district-wide initiatives, and help position the district for continued growth. They will be comfortable navigating organizational change as contracted departments evolve toward combination staffing models. The ideal candidate is knowledgeable in Texas ESD law, experienced in strategic planning, and committed to strengthening interagency coordination. Ultimately, they will take workload off the Board, provide clarity and direction, and help guide the district toward its next phase of development.

## EXPERIENCE & QUALIFICATIONS

### REQUIRED:

- Bachelor's Degree
- 15–20 years progressive emergency services experience
- Texas Driver's License (must be obtained within 60 days if not currently held)
- Knowledge of Texas ESD laws, budgeting, procurement, and grant processes

### PREFERRED:

- Master's Degree in Public Administration or related field
- Experience supporting volunteer fire departments or multi-agency coordination
- Background in strategic planning, risk assessment, or service delivery analysis
- Experience managing growth or transitions toward combination staffing models



# SALARY & BENEFITS

**Compensation:** \$90,000 to \$130,000 DOE/DOQ

**Health Benefits:**

- Medical: Blue Cross Blue Shield Gold PPO, 100% employer paid
- Vision: Guardian
- Short-term disability: Guardian

**Paid Leave:**

- 80 hours vacation
- 120 hours sick leave

**Retirement:**

- TCDRS retirement plan, 7% employee contribution, 2:1 employer match

**Additional Benefits:**

- Flexible schedule
- Access to station gyms
- Health reimbursement account
- Cell phone allowance
- Supportive, close-knit emergency service environment
- Opportunity to shape and build a new administrative function

This is a newly created position, offering the right candidate a rare opportunity to shape district systems, build interagency coordination, and support the long-term evolution of emergency services in North Blanco County. The successful candidate will play a key role in managing growth, streamlining district functions, and helping position the district and its partner agencies for future organizational development.

## HOW TO APPLY

Apply Here



For more information, contact:

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*North Blanco County ESD 1 is an Equal Opportunity Employer and does not discriminate on the basis of race, color, religion, gender, national origin, age, or disability. Applicants selected as finalists will undergo a comprehensive background check.*

