



# FIRE CHIEF

FIRE DEPARTMENT  
TEMPLE, TEXAS

Annual Salary:  
Up to \$230,000 DOE-DOQ



Are you a seasoned fire service executive who can lead a modern, full-service fire department while advancing community safety and organizational excellence? **If so, apply to be the City of Temple's next Fire Chief.**

We are seeking an experienced, forward-thinking leader who is:

- A proven department executive with command-level experience
- Skilled in budget administration and capital planning
- Experienced in emergency management, EMS, and inter-agency coordination

**Temple is A Place You Love to Call Home—** read on to learn more about this opportunity.



## ABOUT THE COMMUNITY

Temple, Texas, is a vibrant Central Texas community of nearly 100,000 residents, offering a high quality of life, a diverse economy, and strong regional connectivity. Located along Interstate 35 between Austin and Dallas-Fort Worth, Temple provides convenient access to major metropolitan areas while maintaining a welcoming, community-oriented feel.



POPULATION  
**100,000**

Founded in 1881 as a railroad hub, Temple has grown into a regional center for healthcare, education, manufacturing, and logistics. The city is home to Baylor Scott & White Health, the Olin E. Teague Veterans Medical Center, and several major corporate employers, contributing to a stable and growing local economy.



MEDIAN HOUSEHOLD INCOME  
**\$64,945**

Residents enjoy a wide range of cultural, recreational, and outdoor amenities, including more than 65 parks, miles of trails, golf courses, aquatic facilities, and community recreation centers. Temple also boasts a strong arts scene, civic theater, symphony orchestra, and numerous family-friendly events throughout the year.



MEDIAN HOME VALUE  
**\$220,300**  
AVERAGE MONTHLY RENT  
**\$1,174**

Temple offers a variety of housing options, from historic neighborhoods to new master-planned developments, with a cost of living that remains affordable compared to many Texas metro areas.

[History](#)



[Tourism](#)



## GOVERNANCE & ORGANIZATION

The City of Temple operates under a Council-City Manager form of government. The City Council consists of a mayor elected at-large and four council members elected from single-member districts. The Council appoints a professional City Manager to oversee daily operations and implement policy direction.

Temple is a full-service municipality providing police, fire, EMS, utilities, public works, parks, planning, and administrative services to the community.



## THE JOB

The Temple Fire Department provides comprehensive fire suppression, fire prevention, emergency medical services, and emergency management for the community. The department plays a critical role in protecting life, property, and infrastructure while coordinating closely with regional, state, and federal partners.

### Reporting to the Assistant City Manager, the Fire Chief will:

- Provide executive leadership for all fire, EMS, and emergency management functions
- Establish and enforce departmental policies, procedures, and standards
- Manage the department's operating and capital budgets and administer grants
- Serve as incident commander for major and complex emergency events
- Lead community outreach and fire prevention initiatives

## DEPARTMENT STRUCTURE

### Divisions within the Department:

- Fire Suppression & Operations
- Fire Prevention & Inspections
- Emergency Medical Services
- Emergency Management & Preparedness



## OPERATING BUDGET

**\$22.5** MILLION

## KEY PROJECTS FOR 2026

- Continued enhancement of emergency management readiness and response
- Ongoing review and modernization of departmental policies and procedures
- Capital planning for apparatus, facilities, and equipment replacement

[Full Job Description](#)





## IDEAL CANDIDATE

The ideal candidate is a respected fire service professional with extensive command-level experience in a complex municipal environment. They bring a collaborative leadership style and a strong commitment to service, safety, and accountability.

This individual demonstrates excellent judgment under pressure, communicates effectively with elected officials and the public, and builds trust within the organization. They are comfortable managing budgets, leading personnel, and navigating regulatory requirements while remaining focused on continuous improvement. Experience in emergency management, EMS systems, and inter-agency coordination is highly valued. The successful candidate will align with Temple's mission, vision, and core values and serve as a visible, engaged leader within both the organization and the community.

## EXPERIENCE & QUALIFICATIONS

### REQUIRED:

- Bachelor's degree in Fire Science, Public Administration, Business Administration, or a related field
- Ten (10) years of progressively responsible fire service experience
- Five (5) years of departmental supervisory or command-level experience
- Valid driver's license

### PREFERRED:

- Master's degree in Public Administration, Business, or a related discipline
- Experience in emergency management, inspections, and building code administration
- Executive Fire Officer or equivalent credential

### CERTIFICATIONS & REQUIREMENTS

- Executive Fire Officer designation from the National Fire Academy or equivalent Texas certification
- Chief Officer designation by the Commission on Professional Credentialing
- Eligible for Head of Department certification from the Texas Commission on Fire Protection within one year
- Eligible for Master Firefighter certification within one year
- EMT-level emergency medical services training
- ICS 100, 200, 300, 400, 700, and 800



## SALARY & BENEFITS

The City of Temple offers a competitive executive compensation package with a salary up to \$230,000, depending on qualifications. The City provides a comprehensive benefits program that includes medical, dental, and vision insurance; short- and long-term disability coverage; flexible spending and health savings accounts; and generous vacation, holiday, and sick leave.

Temple participates in the Texas Municipal Retirement System (TMRS) with employee contributions, five-year vesting, and a competitive employer match. The City does not participate in Social Security. Additional benefits include longevity pay, wellness incentives, and access to City recreation facilities.

Relocation assistance is available for the selected candidate, with \$3,000 provided for an in-state move and \$5,000 for an out-of-state move.

## HOW TO APPLY

Apply Here



For more information, contact:

**Rudy Jackson, Senior Vice President**

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*The City of Temple is an Equal Opportunity Employer. Applicants selected as finalists will be subject to a comprehensive background check.*