



FIRE CHIEF

Annual Salary:
\$133,203 – \$195,561 DOE/DOQ

PORT ARTHUR
T E X A S

Are you an experienced, community-minded fire service leader ready to command a full-service department in one of Texas's most vital industrial and coastal cities? If so, apply to be the City of Port Arthur's next Fire Chief!

We're looking for an engaging, visionary leader who is:

- A proven fire service executive with command experience in a comparable or larger, combination fire-and-rescue organization
- A trusted communicator who builds credibility and collaboration across the department, the community, and local, state, and federal partners
- Committed to mentoring, training, and developing a diverse, professional workforce

Join a Gulf Coast community rooted in resilience, culture, and industry — read on to learn more about this opportunity!

ABOUT THE COMMUNITY

Port Arthur is a coastal Texas city with a diverse, small-town feel and a strong industrial backbone. Located in the southeast corner of the state along the Gulf of Mexico — roughly 90 minutes east of Houston — the city sits on Sabine Lake and the Sabine-Neches Waterway, one of the busiest commercial ship channels in the nation.

Known for its rich Cajun, Creole, and Vietnamese heritage, Port Arthur offers residents an affordable lifestyle with access to nature, culture, and economic opportunity. The city is a cornerstone of the American energy sector, home to major employers such as Motiva and Valero, and continues to invest in revitalization, infrastructure, and quality-of-life improvements.

Outdoor life is a point of pride: Pleasure Island, area beaches, wildlife refuges, and nearby state parks draw anglers, boaters, and birdwatchers year-round. Port Arthur’s Museum of the Gulf Coast celebrates the region’s remarkable history and legacy—international stars in rap, rock, R&B, blues and country; high school, collegiate and professional sports legends in football, basketball, track and field, baseball and golf, in addition to leaders in science, business and art. Local festivals including Mardi Gras, Buu Mon (Lotus) Garden Festival, and Mexican Heritage Festival, Juneteenth, fresh Gulf seafood, and Cajun delicacies give the city its distinctive character.

Today, Port Arthur blends historic character with modern industry, creating a dynamic environment for residents and professionals alike.



GOVERNANCE & ORGANIZATION

Port Arthur operates under the Council-Manager form of government. The Mayor is elected at large for a three-year term, and the City Council is composed of six members (four single member district members, two at-large district members—all serving three year terms). The City Council is responsible for setting policy and the City Manager is responsible for day-to-day operation and policy execution. Department heads serve at the will and pleasure of the City Manager.

Port Arthur is a “full service” city including: fire, police, water, wastewater, library services, health services, and recreation. There are 865 budgeted positions.



THE JOB

The Fire Chief is the Fire Department's Chief Administrative Officer in all matters relating to the office's official powers and duties, reporting to and serving at the pleasure of the City Manager. The Chief plans, organizes, and directs all department activities — fire suppression, prevention, emergency medical first response, and support services — while leading personnel, managing the budget, and coordinating with other departments and outside agencies.

As Chief Operational Executive, the Chief leads programs and activities consistent with the mission, vision, and values of the City, continuously improving service-delivery efficiency and response to meet or exceed community needs. The Chief responds to major incidents, directs suppression activities, serves as a management representative in collective bargaining, and provides highly complex staff assistance to the Assistant City Manager, City Manager, and City Council.



DEPARTMENT STRUCTURE

The Port Arthur Fire Department is a full-service department protecting the health and safety of a socially, economically, and ethnically diverse community across a 144-square-mile service area on the Gulf Coast — including more than 13 petrochemical facilities within the city or its ETJ. The department provides emergency medical first response and maintains specialty high-angle rescue and dive teams. It operates under Local Government Code Chapter 143 (civil service) and participates in collective bargaining under Chapter 174.

- **EMPLOYEES:** 118
- **DEPARTMENT BUDGET:** \$19M+
- **SERVICE AREA:** 144 square miles
- **SPECIALTY CAPABILITIES:** Emergency medical first response · High-angle rescue · Dive team

KEY PRIORITIES FOR 2026

- Sustain readiness and interagency coordination for the industrial and petrochemical risk profile unique to Port Arthur
- Advance emergency medical first-response and community risk-reduction/prevention programs
- Participate in upcoming collective bargaining and strengthen civil service administration under LGC 143/174
- Steward apparatus, facilities, and equipment planning within the approved operating budget

IDEAL CANDIDATE

The Port Arthur Fire Chief is a key member of the City's leadership team who offers a high level of verifiable professional experience leading a fire department of an equal or similar service-delivery model. The ideal candidate brings a record of accomplishment, strong technical skills, and outstanding communication skills. He or she will be able to develop and maintain credibility, respect, and trust within the department and throughout the City, the community, and cooperating agencies at the local, state, and federal levels.

The successful candidate will have in-depth knowledge and uniformed experience managing fire departments — especially combination fire-and-rescue departments providing emergency medical response and advanced prevention practices — gained through significant operational experience across the ranks. This engaging, personable, ethical, competent, and trustworthy leader champions the highest level of professionalism, demonstrates personal accountability for results, and collaborates openly with internal and external stakeholders while remaining accountable to the City Manager.

CHALLENGES & OPPORTUNITIES

Leading in a high-hazard industrial environment. With more than 13 petrochemical facilities in the city and its ETJ, the Chief must ensure the department's specialized hazmat, high-angle rescue, and dive capabilities remain mission-ready and well-coordinated with industry and mutual-aid partners.

Strengthening emergency medical and prevention services. The next Chief will bring in-depth experience with combination fire-and-rescue departments that deliver emergency medical first response and advanced prevention practices, continuously improving service delivery.

Labor relations and civil service leadership. Operating under LGC 143 and LGC 174, the Chief serves as a management representative in collective bargaining and must lead with fairness, consistency, and credibility.

Building trust and credibility. The role calls for a leader who can develop and maintain respect and trust within the department and throughout the City, the community, and cooperating agencies at the local, state, and federal levels.

Developing the workforce. The Chief must demonstrate a genuine commitment to mentoring, training, employee development, and professionalism, building depth and succession across the ranks.

Fiscal stewardship and accountability. A decisive, accountable leader will manage projects, initiatives, and resources within an approved annual operating budget and city priorities while remaining responsive to the City Manager.



EXPERIENCE & QUALIFICATIONS

Required:

- Bachelor's degree in Fire Science, Business, Fire Protection, Fire Technology, Emergency Management, or a related field
- A minimum of ten (10) years of professional firefighting, safety and risk management, or a closely related field in a comparable or larger community, of which at least four (4) years must have been at a command level (Lieutenant, Captain, Battalion Chief, Assistant Chief, or Fire Chief)
- Possession of, or ability to obtain, an appropriate Texas Driver's License
- Texas Intermediate Firefighter Certificate (Texas Commission on Fire Protection) or comparable, and a Texas DSHS-approved EMT-Basic certification or higher (or equivalent)

Preferred:

- Master's degree in a related field and a minimum of six (6) years in a command-level position
- TCFP Certification as Head of a Suppression Fire Department within one year of appointment
- Chief Fire Officer Designation, National Fire Academy Executive Fire Officer, Fire Service Chief Executive Officer Certification, or a related TCFP designation

SALARY & BENEFITS

Compensation: \$133,203 – \$195,561 DOE/DOQ

Health Benefits: Medical, dental, vision, hearing, life, supplemental, and short- and long-term disability insurance. No co-pay Employee Health Service Center for employee and family.

Paid Leave: Vacation, sick/medical leave, and paid holidays

Retirement: Texas Municipal Retirement System (TMRS) with employee contribution and City match; optional deferred compensation plans

Residency: Residency within the city limits is preferred

Additional Perks: Potential relocation assistance; professional development opportunities; access to employee wellness resources; and educational reimbursement



HOW TO APPLY

Apply Here



For more information, contact:

Marsha Reed, Senior Vice President

MarshaReed@governmentresource.com | 806-789-9641

The City of Port Arthur is an Equal Opportunity Employer and values diversity in its workforce. Applicants selected as finalists will be subject to a comprehensive background check.