

FIRE CHIEF

Williamson County Emergency Services District No. 7



ORGANIZATION

WCESD No. 7 is a combination career and volunteer emergency service district providing fire, EMS, rescue, fire prevention, and education services to the communities of Florence and Andice. The district covers 134 square miles and currently employs 21 career firefighters and a few active volunteers. There are two fire stations within the district: one in Florence at 301 S. Patterson and one in Andice at 14955 RR 2338. Each station is staffed by personnel on a three-shift 48/96 hour rotating schedule. The fire administration team includes a Fire Chief and two Administrative personnel.

WCESD No. 7 has undergone a transformation over the past decade from being a rural Texas community to one of Texas' fastest growing areas. As a fire department in a suburban area, WCESD No. 7 is responsible for providing a variety of emergency services including structure fires, wildland fires, hazardous materials incidents, medical emergencies, motor vehicle collisions, and swift water rescues. WCESD No. 7 protects a growing population of approximately 15,000 residents which include ranch land, low-income and high-income residential neighborhoods, with some located in the wildland-urban interface areas. These homes range from 1- and 2-family single story dwellings. WCESD No. 7 is rated as 3/3X by the Insurance Service Office.

GOVERNANCE

The Board of Commissioners serves as the policy-making body for the Williamson County Emergency Services District No. 7. They provide financial oversight and strategic policy direction to ensure the district's services deliver maximum public value. Appointed by County Precinct 3 Commissioner, the board consists of up to five members, each serving a two-year term.

FUTURE GROWTH

WCESD No. 7 is currently experiencing significant growth and development within the district, with projections indicating continued expansion in the coming years. Several identified factors contribute to this growth:

Population Increase: WCESD No. 7 has seen a steady rise in population, attracting new residents due to its affordability, proximity to Austin, and quality of life. This trend is expected to continue, leading to increased demand for services.

Commercial Development: WCESD No. 7 is expecting a surge in commercial development, with new retail centers, restaurants, and businesses being planned. This expansion is driven by the growing population and increased consumer demand.

GUIDING PRINCIPLES

VISION

To evolve as a professional fire organization, embracing growth, inclusivity, and modernized practices. Through our re-branded identity, we aim to deliver exceptional service, strengthen community partnerships, and build a resilient, forward-thinking organization ever-adapting to the changing needs of our community.

MISSION STATEMENT

The Mission of Williamson County ESD No. 7 is to protect lives, property, and the environment through proactive fire prevention, emergency response, and public education. We are committed to delivering high-quality services with professionalism, integrity, and respect, ensuring the safety and well-being of our community.

VALUES

Professionalism:

We uphold the highest standards of conduct and competence, demonstrating integrity, reliability, and dedication in every aspect of our work. Our commitment to continuous learning and skill development ensures that we consistently deliver quality services.

Excellence:

We strive for excellence in all that we do, setting high expectations for ourselves and our team. Through innovation, best practices, and a relentless pursuit of improvement, we aim to exceed the needs of those we serve and establish a legacy of distinction.

Respect:

We treat all individuals—both within our organization and in the community—with dignity, fairness, and compassion. By fostering a culture of inclusivity and understanding, we build trust and ensure that everyone is valued.

Service:

Service is at the heart of our mission. We are dedicated to protecting lives, property, and the environment with unwavering commitment. We put the needs of our community first, always ready to respond with courage, empathy, and professionalism.

IDEAL CANDIDATE

The ideal candidate for Fire Chief will be a forward-thinking, results-driven leader with a demonstrated history of success in emergency services. This position operates in a high-expectation environment, requiring the ability to juggle multiple priorities while addressing the needs of the organization and the community we serve. The candidate should be prepared to meet challenges head-on, possessing the strategic expertise to manage operations and effectively communicate with diverse audiences, including the public, personnel, and the Board of Commissioners. The Fire Chief is expected to lead by example and set the course through a "lead from the front" approach.

Candidates should have a minimum of 15 years of progressively responsible experience in firefighting and emergency response, including at least 10 years in supervisory, management, and command roles. Experience in an Emergency Services District (ESD) is highly preferred.

Minimum Qualifications

Bachelor's Degree
Firefighter II
Paramedic
Fire Officer IV
Fire Instructor III

Preferred Qualifications

Masters Degree
Executive Fire Officer Certificate (EFO)
Chief Fire Officer Designation (CFO)
Texas Certified Fire Executive (CFE)
Fire Service Chief Executive Officer (FSCEO)
Fire Marshal - Basic (or higher)

In addition to the above- NIMS courses 100, 200, 300, 400, 700, and 800 are also necessary, and the successful candidate will be required to have the TCFP Head of Fire Department certification within one year of hire. An equivalent combination of education, training, and experience that provides the required knowledge, skills, and abilities necessary and as determined by the Board may be considered. Please note the successful candidate will be required to establish residency in Williamson County within 12 months of hire.

COMPENSATION AND BENEFITS

Williamson County ESD No. 7 offers a competitive salary and benefits package. The salary range for the Fire Chief is \$120,000 to \$150,000, dependent on qualifications. The ESD provides a comprehensive benefits package and leave time to include:

- Medical, Dental, Vision & Life Insurance, paid 100% for Employee
- Retirement Plan: Employees participate in the very attractive and desirable Texas County & District Retirement System (TCDRS), with a 2.5:1 employer match on the employee contribution of 7%
- District provided vehicle and cell phone

APPLICATION PROCESS

Deadline - November 8, 2024

For initial consideration please submit a cover letter and resume to:

Williamson County ESD No. 7 – Fire Chief Opportunity
C/O TCESD1
20624 FM1431, Ste 5
Lago Vista, TX 78645

For further inquiries, please email your request to: tweidman@traviscoesd1tx.gov

In subject line, please reference:

WCESD7 - Fire Chief