



A LOCAL AND REGIONAL SEARCH
is underway for a new Fire Chief

Dallas, Texas





DALLAS, TX

THE 01. OPPORTUNITY



A local and regional search is underway to attract an exceptionally well-qualified candidate to lead the Dallas Fire-Rescue Department (DFR).

This is a remarkable opportunity to oversee one of the nation's premier fire-rescue organizations, which is dedicated to preserving life, protecting property, and safeguarding the city through fire prevention efforts, community relations, and effective emergency response. As the ninth largest and one of the fastest-growing cities in the country, Dallas offers unique challenges and opportunities in public safety and urban emergency management.

The next Fire Chief will build on the department's legacy of excellence while navigating the complexities of a diverse and dynamic city. The ideal candidate will bring proven expertise in innovative emergency response strategies, community engagement, and organizational leadership. The selected candidate will be an engaging, transparent, and forward-thinking leader with a vision that will guide DFR's efforts to maintain public safety and foster trust with the city's vibrant and growing population. This is a critical moment for Dallas, and the next Fire Chief will play a pivotal role in shaping its future.



02 THE CITY OF DALLAS

The City of Dallas operates under a Council-Manager form of government with a Mayor and 14 City Council Members serving as district representatives.

Under this form of government, the elected body sets policies for the operations of the City. The City Manager is appointed by the Mayor and City Council to serve as the chief administrator over the City government organization. The City Manager has an Executive Leadership Team, which consists of eight Assistant City Managers, one of whom is the Chief of Public Safety. The City of Dallas is a full-service organization composed of more than 35+ departments/offices, including Police, Fire-Rescue, and the Office of Community Police Oversight.

The City Manager oversees all departments and functions of the City except those of City Attorney, City Secretary, City Auditor, Inspector General, and Judiciary, each of whom reports directly to the City Council. In addition, the Park and Recreation Department report to a board that is appointed by the City Council. Dallas has an FY 2024-25 operating budget of \$4.97 billion and a \$912.2 million capital budget. The City currently employs a staff of more than 13,000 full-time employees.

To learn more about the City, visit <https://dallascityhall.com>.

03. THE COMMUNITY

The vibrant spirit of Dallas, combined with its authentic Texas charm, offers a world-class experience. As the ninth-largest city in the United States and the third largest in Texas, Dallas is home to more than 1.3 million residents. The Dallas-Fort Worth-Arlington metropolitan area, commonly known as the DFW Metroplex, encompasses 200 cities and a population exceeding 8.1 million, making it the No. 1 visitor and leisure destination in Texas.

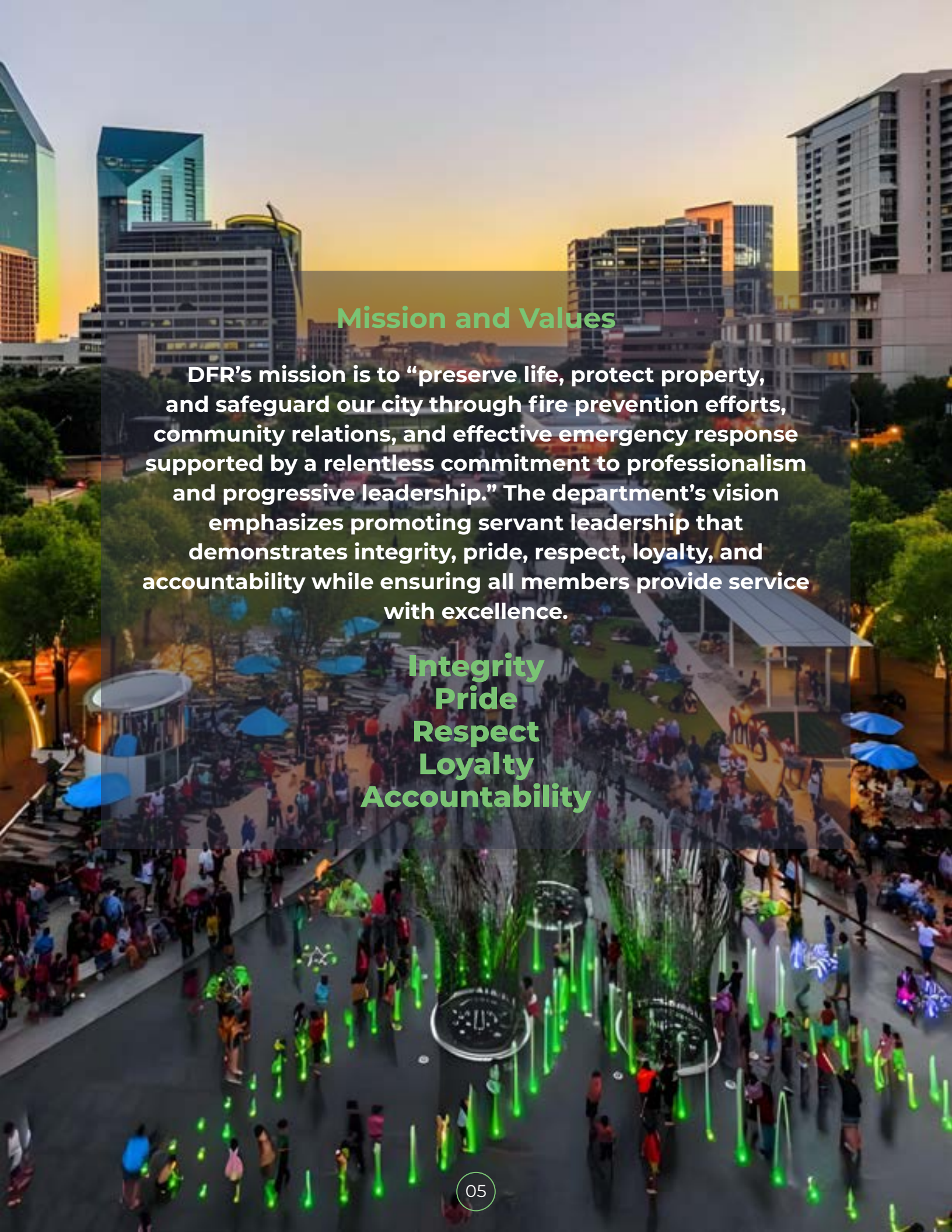
The community takes pride in its diverse neighborhoods, attracting residents seeking both urban and affordable living. With a range of events and activities, Dallas offers something for everyone, from tourists to long-time area residents. The Dallas region is home to seven major sports franchises: the Dallas Cowboys (NFL), Dallas Stars (NHL), Dallas Mavericks (NBA), Dallas Wings (WNBA), FC Dallas (MLS), Dallas Trinity FC (USL), and the Texas Rangers (MLB). The Dallas Arts District is the largest in the U.S., and Fair Park hosts the country's largest state fair, which both add to the city's cultural vibrancy.

Dallas is a hub for business, hosting the fourth largest concentration of Fortune 500 companies in the nation. The greater DFW area boasts the third largest economy in the United States and, if it were a country, would rank 23rd in the world. The city's economy thrives on industries such as banking, energy, telecommunications, technology, commerce, healthcare, medical research, and transportation and logistics. Supporting both business and tourism, DFW International Airport is the 3rd busiest airport in the world.

Dallas has a robust educational system with 240 public schools and nearly 140 private primary and secondary schools. The region is also home to more than 70 higher education institutions, including the University of Texas Southwestern Medical School, Southern Methodist University, the University of North Texas, Texas Christian University, and the University of Texas at Arlington.

As one of the most ethnically diverse major cities in the U.S., Dallas' population comprises 42% Hispanic or Latino, 23% African American, 5% Asian, and 28% Caucasian residents. Additionally, Dallas is recognized for having the US's eighth largest LGBTQ+ community in the country.



An aerial photograph of a city at sunset. In the foreground, a large crowd of people is gathered in a park-like area with green grass and trees. Some people are holding up green light sticks. In the background, several modern high-rise buildings are visible, with their windows reflecting the orange and yellow light of the setting sun. A semi-transparent dark box is overlaid on the center of the image, containing text.

Mission and Values

DFR's mission is to “preserve life, protect property, and safeguard our city through fire prevention efforts, community relations, and effective emergency response supported by a relentless commitment to professionalism and progressive leadership.” The department's vision emphasizes promoting servant leadership that demonstrates integrity, pride, respect, loyalty, and accountability while ensuring all members provide service with excellence.

**Integrity
Pride
Respect
Loyalty
Accountability**



THE FIRE-RESCUE DEPARTMENT

With a 2024-2025 budget of \$430 million, the Dallas Fire-Rescue Department (DFR) supports more than 2,000 members, including both sworn firefighters and civilian employees. The department operates 59 fire stations strategically located throughout the city to ensure rapid response times. DFR is organized into several bureaus, each managed by an Assistant Chief, who reports to the Fire Chief.

Organizational Structure

The department is organized into several bureaus to effectively deliver a wide range of services to the community as follows:

Emergency Response and Special Operations Bureau:

Provides fire suppression, emergency rescue capabilities, and emergency medical first responder services. This bureau also includes specialized units such as Hazardous Materials, Swift Water Rescue, Wildland Urban Interface, and Urban Search and Rescue teams.

Training and Fleet: Focuses on the recruitment, training, and professional development of department personnel, ensuring that all members are well-prepared to serve the community effectively.

Fire Prevention and Investigation Bureau: Dedicated to fire prevention efforts, including building inspections, fire code enforcement, and public education initiatives to reduce the risk of fires and other emergencies. The bureau also includes the Fire Investigation Unit, which works in collaboration with law enforcement to determine the causes of fires and pursue arson investigations.

Safety & Wellness: Safety and Wellness program that support these efforts include Chaplain Services, which helps our members with hospital visitations, funeral arrangements, special ceremonies, community engagement, and other ancillary but essential responsibilities.

DFR's Peer Support Program includes specially trained employees who can mobilize to support members needing assistance with emotional stressors that may impact employee work performance and mental wellness.

Communication & Logistics Bureau: Communications Division is the initiation point for emergency information flow. This is a solid foundation on which the Dallas Fire-Rescue Department strongly depends for timely and efficient response. This division serves a role in almost all aspects of the department's operations, from dispatching resources to assisting in the mitigation of reported incidents through interagency communication and, finally, to the maintenance of incident records.

Financial & Personnel Support: The primary responsibility of the Financial Services Division is to help ensure that the department operates in a fiscally responsible manner. The Financial Services Division provides direction and oversight over the department's budget development and monitoring, internal controls, administrative actions, miscellaneous agreements, grants management, other reimbursements, and revenue collection for EMS billing, fire prevention, and inspections.

Performance and Response Times: Dallas Fire-Rescue maintains an exceptional level of service, meeting and often exceeding national response time standards. The department's goal is to respond to all emergency incidents within 5 minutes and 20 seconds in 92% of cases. These response times ensure that residents and businesses receive life-saving intervention as quickly as possible. DFR consistently ranks among the top fire departments nationwide for efficiency, operational effectiveness, and public trust.

IDEAL CANDIDATE

05.

The ideal candidate for Fire Chief will be a visionary leader with a track record of progressive fire service leadership. They will be responsible for shaping DFR's future, maintaining public trust, and ensuring the department continues to provide top-tier emergency services to the residents of Dallas.



Key Qualities & Leadership Characteristics

Strategic & Innovative

Capable of leading DFR through complex challenges and leveraging technology, data, and industry best practices to enhance efficiency.

Community-Oriented

Committed to engaging with Dallas' diverse communities and strengthening trust between the department and residents.

Inspirational Leadership

Able to inspire, motivate, and develop personnel at all levels while fostering a culture of professionalism, accountability, and service excellence.

Operational Expertise

Experience overseeing large-scale emergency response operations, budget management, and inter-agency coordination.

Commitment to Diversity & Inclusion

Ensuring that DFR continues to build a workforce that reflects the city's diverse population and embraces inclusive leadership practices.





06 QUALIFYING CRITERIA



EXPERIENCE

Candidates must have at least five years of command-level experience in a large municipal department. A proven track record of working effectively within culturally and ethnically diverse communities is essential. Candidates must also demonstrate the ability to build department morale and engage effectively with media, community stakeholders, and elected officials. Experience should also include developing and implementing innovative fire prevention programs and strategies.

EDUCATION

A bachelor's degree from an accredited college or university with major course work in fire science, public administration, political science, or a related field. A Master's degree in public administration or a related field is highly desirable. Advanced training such as the Executive Fire Officer Program (National Fire Academy), Fire Service Chief Executive Officer Program (TEEX), and Chief Fire Officer (Center for Public Safety Excellence) is considered a plus. Candidate must have the ability to obtain a Head of Department certification from the Texas Commission on Fire Protection.





07. COMPENSATION & BENEFITS

The compensation for this at-will position is competitive, with a range of \$275,000 to \$310,000, and will be determined based on the selected candidate's qualifications. Additionally, Texas does not impose a state income tax, offering a financial advantage to employees. The compensation package is further enhanced by a comprehensive benefits plan.

NOMINATION AND APPLICATION PROCEDURES

08.



APPLY TODAY!

Candidates should understand the public nature of executive searches in the State of Texas. This recruitment incorporates existing rules and regulations that govern public sector recruitments. Information submitted for consideration may be subject to public disclosure under open record laws.

This position will remain “open” until a final selection is made. For optimal consideration, candidates are encouraged to apply early as the first review of candidates will occur on March 14, 2025. Electronic submittals are strongly encouraged and will be accepted at apply@publicsectorsearch.com.

Submissions should include a compelling cover letter, a comprehensive resume, and a list of references. Only the most highly qualified candidates will be invited to participate in the selection process, which is expected to begin in late March 2025.

Once a selection is made, an offer will follow, contingent upon the successful completion of the City's hiring process. The new Fire Chief is expected to assume their duties in April 2025 or on a mutually agreed-upon date.



APPLY WITH CONFIDENCE

Confidential inquiries and questions regarding this career opportunity should be directed to:

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