

FIRE CHIEF

City of Levelland Texas

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LOCAL LIFESTYLE

Levelland, Texas, proudly serving as the county seat of Hockley County, is a thriving community located just 30 miles west of Lubbock. Known for its genuine West Texas hospitality, Levelland blends small-town charm with steady growth and a deep sense of civic pride. With strong roots in agriculture, oil, and education, the local economy provides stability and opportunity.

As the hub of the South Plains region, Levelland fosters a dynamic lifestyle rich in culture and community engagement. From parades and rodeos to family-friendly holiday festivals, the City's Main Street Program and Chamber of Commerce host vibrant events throughout the year. The historic Wallace Theater anchors the arts scene with live theater, concerts, and comedy, while South Plains College attracts top music talent and stages outstanding performances that enhance the city's cultural fabric.

For those passionate about athletics and outdoor activity, Levelland delivers. South Plains College fields nationally ranked teams in basketball, track and field, and rodeo. Local families and visitors alike enjoy year-round play at the Oxy Sports Complex, while the Mallet Event Center & Arena hosts everything from rodeos to regional expos.

Education remains a cornerstone of the community. The Levelland Independent School District (LISD) is recognized for academic achievement and a strong commitment to student success. South Plains College, a respected institution for higher education and workforce training, adds to the city's educational strengths and supports a pipeline of skilled professionals.

Levelland proudly embraces its identity as the "City of Mosaics," reflecting the diverse pieces that make the community whole; arts, athletics, education, and civic service. For fire service leaders, Levelland offers more than just a leadership role, it offers a place to thrive. With strong community values, engaged residents, and a supportive city team, Levelland is the ideal location to lead, serve, and make a lasting impact.



Population
12,793



Median Income
\$50,186



Median Home Value
\$145,569

WORKPLACE CULTURE

The City of Levelland is characterized by a commitment to collaboration, open communication, strong ethics, accountability, innovation, and a service-driven approach. The city prides itself on fostering an environment where employees feel valued and empowered to contribute their best efforts. Leaders and employees alike are encouraged to share ideas, provide feedback, and engage in transparent dialogue. This approach ensures that everyone is aligned with the city's goals and can work collaboratively to achieve them.

Levelland's workforce is dedicated to upholding high standards of integrity and responsibility in all their actions. Employees are held accountable for their work, fostering a sense of trust and reliability within the community. The city encourages its employees to think creatively and explore new ways to better serve the residents. This forward-thinking mentality helps Levelland stay ahead in addressing the evolving needs of its community.

The local government and management structure support this positive workplace culture. The City Manager appoints the Fire Chief with the consent of the City Council, ensuring that leadership aligns with the city's values. The Levelland City Council, comprised of the Mayor and four City Council members, plays a crucial role in governance. The Mayor is elected at-large for a three-year term, while council members represent residents in four election districts for two-year terms, with staggered elections ensuring continuity and stability.



THE CHIEF POSITION

The City of Levelland is seeking a highly qualified and motivated leader for its next Fire Chief. The ideal candidate will be a strong, experienced leader with the ability to communicate and empower a motivated group of career and volunteer firefighters who want to be involved in building a model organization.

The Levelland Fire Department is an ISO Class 2/2Y combination department with 9 career firefighters and 25 authorized volunteers. The LFD operates with 3 platoons on a 24/48-hour shift rotation, with each shift led by a Station Captain. The department responds to approximately 400 calls for service annually, including vehicle extrication, and participates in a 15-county regional rescue team. EMS is provided by the local hospital authority.

With an FY25 operating budget of \$1.54 million, the new Fire Chief will be instrumental in developing plans for future staffing, apparatus modernization, including the addition of an aerial apparatus, and training facility upgrades.

A valued community asset, South Plains College operates a Fire Academy in Levelland, offering a direct pipeline of well-trained recruits. The department's relationship with the college strengthens workforce development and presents opportunities for collaboration in training and education.



THE IDEAL LEADER

A demonstrated leader in the fire service who values the contribution of both paid and volunteer members of a combination Fire Department. This individual will continue to build relationships within the Department and the Community.

Under the direction of the City Manager, the new Fire Chief will plan, direct, manage, and oversee all activities and operations of the Fire Department. The ideal candidate will be adept at developing and implementing departmental goals, objectives, policies, and procedures, ensuring the department's operations align with the city's strategic vision.

The candidate will possess excellent communication skills, enabling them to interact effectively with the City Council, other city departments, and outside agencies. Their ability to represent the Fire Department in various settings, negotiate and resolve sensitive issues, and respond to crises will be crucial.

The candidate will be able to communicate effectively internally as well, fostering an environment of mutual concern and respect. Department members seek active involvement in organizational development and growth.

EXPERIENCE:

- Seven (7) years of progressive experience in a career or combination department with fire suppression and fire prevention responsibilities.
- Five (5) years of administrative management and supervision is required.
- Experience in a volunteer fire department is preferred.

EDUCATION/TRAINING:

- A bachelor's degree from a college or university with major coursework in Public Administration, Fire Science, Fire Service Administration, Emergency Management, or a related field is preferred.

LICENCE/CERTIFICATION:

- Must obtain a Texas Commission on Fire Protection (TCFP) Head of Suppression Department certificate within 12 months of employment.
- Preferred Fire Marshal & TCOLE license
- Must be able to obtain a Texas Class B-exempt driver's license.

COMPENSATION

The City of Levelland offers an expected starting salary of \$100,000 for this position commensurate with experience and qualifications. The organization also provides a competitive benefits package including medical insurance with dental and vision options, as well as term life insurance. Additional benefits include paid holidays, vacation leave, and sick leave.

The City of Levelland participates in the Texas Municipal Retirement System (TMRS) 6% employee contribution with a 2:1 employer match.





How To Apply

The position is open until filled.

First Review Deadline: 5 p.m. Thursday, May 22, 2025

Please email your cover letter and resume in .pdf format to applylevelland@clearcareerpro.com

Faxed and mailed submissions will not be considered.

For more information on this position contact:

Daniel Kistner, Vice President

danny@clearcareerpro.com

[\(903\)258-4651](tel:(903)258-4651)

Candidate materials will be screened in relation to the criteria described in this brochure. Candidates deemed to be the most highly qualified will be invited to participate in the selection process. The selection process will include virtual interviews with the most qualified candidates and final interviews with the City and its representatives. Appointment is subject to completion of a thorough background and reference verification.

RESOURCES

Levelland City Website: <https://www.levellandtexas.org/>

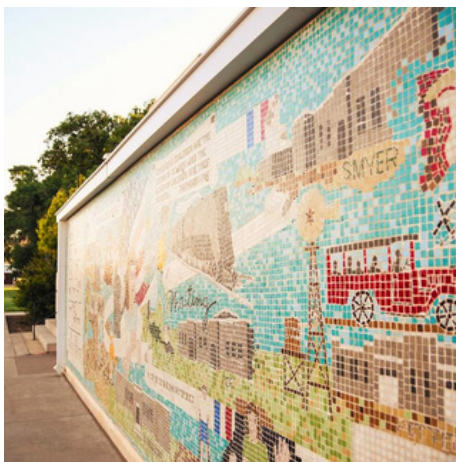
Hockley County Website: <https://www.co.hockley.tx.us/>

Levelland ISD Website: <https://www.levellandisd.net/>

South Plains College: <https://www.southplainscollege.edu>

Chamber of Commerce: <https://www.levelland.com/>

Main Street: <https://downtownlevelland.com/>



The City of Levelland is an Equal Opportunity Employer and does not discriminate on the basis of race, color, religion, national origin, sex, age, disability, genetic information, or any other status protected by law or regulation. It is the City's intention that all qualified applicants be given equal opportunity and that selection decisions are based on job-related factors.