



Hays County Emergency Services District #3
SOUTH HAYS FIRE DEPARTMENT
TEXAS FIRE ACADEMY
3528 Hunter Road
San Marcos, TX 78666

We Are Growing, Join Our Team

Now Hiring: CAPTAIN

FULL TIME POSITION, NON-EXEMPT

SHIFT SCHEDULE: 48 on / 96 off Schedule

The Fire Captain position at South Hays Fire Department is more than a traditional company officer role. This is a full-time, shift-based leadership position designed to prepare high-performing officers for future Battalion Chief and executive leadership roles. Captains are expected to lead complex emergency incidents, supervise multiple companies, oversee operational and administrative programs, and demonstrate strong office-based managerial skills.

Applicants must e-mail the following documents:

1. Submit Job Application
2. Submit a letter of intent cover letter
3. Submit a current resume with 10 years' applicable employment history
4. Applicants shall include all required or preferred certifications

Submit the requirements above to recruiting@southhaysfire.com

***Starting Pay for Captain Step 1 (2026): \$86,231.60 base pay annual/ \$28.84 per hour**

****Lateral Pay up to 5 year's credit may be considered, up to: \$92,420 base pay.**

- Eligible for Certification pay up to max \$3600 annually

Eligibility: Applicants *must* possess and maintain the following

- Six (6) years of career fire service experience
- Two (2) years documented company officer experience
- TCFP Intermediate Structural Firefighter (Advanced preferred)
- TCFP Fire Officer II
- TCFP Fire Instructor II
- TCFP Driver/ Operator- Pumper
- DSHS State of TX EMT or higher (includes current CPR certification)
- NCWG S-130- S190 Wildland Firefighter
- Valid Texas Class B Exempt driver's license
- NIMS ICS 100, 200, 700, 800
- Swiftwater Rescue Technician II

DEVELOPMENTAL CERTIFICATIONS

Tier 1- Required within 12 months:

- TCFP Incident Safety Officer
- NIMS 300 and 400
- TCFP Hazmat Technician
- TCFP HazMat Incident Commander

Tier 2- Required within 24 months:

- Rescue Boat Operator
- NWCG Red Card/ Engine Boss

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Testing Process:

1. Assessment Center: “**SAMPLE** of TASK to be performed (subject to change)”
 - Task 1 – Personnel Action (Scenario based)
 - Task 2 – Community Complaint (Scenario based)
 - Task 3 – Incident response / ICS (Scenario based)
 - Oral Presentation – TBD
 - Oral Presentation 2 – Training Event TBD
 - Outbox task assignment (Written): 6 to 8 e-mail style task

**Qualifying applicants will be notified in advance of the requirements*

2. Oral and other Assessments
 - Structured Interview Panel
 - Background Check & Driving Record Checks
 - Fire Chief’s Interview (final selection)

3. Fit-For-Duty:
 - Pass/Fail -South Hays CPAT Course
 - Pass/Fail -Drug Test
 - Pass/Fail -NFPA physical exam

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South Hays / Hays County ESD #3 proudly serves 35,000 residents across 140 square miles of Hays County, Texas.

- Combination department with 21 full-time firefighters across 3 Shifts
- Average 1,550 annual responses
- Strong mutual aid network
- Rural district that surrounds the City of San Marcos
- Committed to professional growth, training, and community service

Benefits:

- Employee 100% Health and Dental insurance
- Family insurance assistance: \$4,000 annually
- \$50,000 Life insurance
- Short- and long-term disability
- 240 hours PTO annually after 90 days
- Paid Holidays
- TCDRS Employer Match 2:1 up to 7%, 8-year vesting
- Certification Pay eligibility, up to \$3,600 annually
- Annual uniforms

Automatic Disqualifications:

- Must not have any felony convictions or disqualifying criminal histories.
- Must not have not been convicted of any felonies.
- Must not have not been convicted of any Class A or B misdemeanors in the previous 7 years.

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