



City of Austin Employment Opportunity

POSITION: Fire Chief

PAY RANGE: 2025 Salary Range – \$103,500.80 – \$147,846.40; Exempt position
The 2026 salary range has not yet been finalized

Starting pay will be based on the selected candidate’s overall qualifications, with consideration given to fire service experience, command/supervisory experience, administrative leadership, and other directly related experience.

DEADLINE: Midnight, Sunday, June 14, 2026

The City of Austin is seeking an experienced, forward-thinking Fire Chief to lead a combination fire department serving approximately 28,700 residents across the City of Austin and two surrounding townships, with a total service area of approximately 74 square miles.

The following weights are assigned to examinations and criteria:

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| Physical Agility Test – Pass/Fail; must pass to be given further consideration | |
| Written Examination | 15% |
| Written exercise | 30% |
| Oral Interview | 25% |
| Oral scenarios | 20% |
| Oral – fire experience | 10% |

The tentative schedule for required testing and oral interviews will be **June 20 – June 27, 2026**.

Appointment is contingent upon successful completion of all required pre-employment screening, including a physical ability/fitness test, background review, physical examination, and psychological evaluation.

The ideal candidate will be a steady, practical, and accountable leader with strong communication skills, command-level experience, sound judgment, and the ability to build trust with fulltime and paid-on-call personnel. The City is looking for a Fire Chief who can evaluate operations, set clear expectations, support personnel, maintain accountability, and prepare the department for future service demands.

Minimum qualifications include a bachelor’s degree in Fire Science, Public Administration, Business Administration, or a closely related field; five years of fire service experience with supervisory experience; current Firefighter I & II, and Hazardous Materials certifications; and a valid Minnesota driver’s license or ability to obtain one by time of hire. Fire Instructor I and Company Officer I are required within six months of hire.

How to Apply

Pick-up or Return applications: City Administrative Office/City Hall, 500 4th Avenue NE or Online: <https://www.ci.austin.mn.us/fire-chief> Email completed applications: HR@ci.austin.mn.us

EQUAL OPPORTUNITY EMPLOYER

Post date: May 20, 2026