

# City of Austin | Fire Chief | Application Supplement

Name \_\_\_\_\_

## To All Job Applicants:

Completion of this supplement is required as part of the City of Austin’s employment process to accurately evaluate your qualifications and abilities for the position. Please answer **all** questions thoroughly – do not reference your resume in place of an answer.

## Education

Associate’s degree	<input type="checkbox"/> Yes	<input type="checkbox"/> No	Major/Minor
Bachelor’s degree	<input type="checkbox"/> Yes	<input type="checkbox"/> No	Major/Minor
Master’s degree	<input type="checkbox"/> Yes	<input type="checkbox"/> No	Major/Minor
Other			

**Please provide your responses on a separate attachment. (Typed/handwritten responses are accepted.)**

1. What are the most significant challenges facing a combination fire department over the next five years? Address call volume, training requirements, equipment needs, budget limits, and recruitment and retention. How should a Fire Chief prepare the department to meet those challenges?
2. What role should paid-on-call firefighters play in fire response, medical calls, special events, public education, inspections, training, and station coverage? Where do you see the greatest opportunities and limitations?
3. A Fire Chief is responsible for setting expectations, following up, and ensuring work gets completed. What systems or practices do you use to monitor progress without creating a culture of micromanagement?
4. Describe your experience with budgeting, equipment replacement, capital planning, grants, and financial oversight. What financial and operational information should a Fire Chief regularly monitor?
5. Fire prevention, inspections, public education, and community risk reduction are important parts of a fire department’s mission. How would you balance these responsibilities with emergency response, training, staffing, and administrative demands?
6. Fire departments often have strong traditions, established practices, and a deep sense of identity. How do you balance respect for department culture with continuous improvement? Provide an example of a time you preserved something important while leading necessary change. If selected, how would you determine which practices should continue, which may need to be adjusted, and how you would communicate those decisions?

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I certify that all responses provided in this supplement are my own and were completed personally, without the use of AI tools or automated assistance.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date