



**HAYS COUNTY ESD  
NO. 3  
NOW  
HIRING  
FULL-TIME  
CAPTAIN**

Application Deadline  
June 30th, 2023 at 5PM



**REQUIREMENTS**

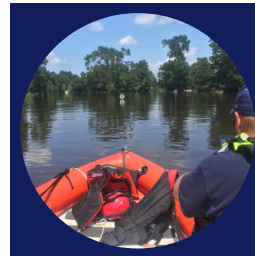
Minimum 6 years TCFP Certified  
TCFP-Intermediate Firefighter  
TCFP-Fire Officer 1  
TCFP-Fire Instructor 1  
TCFP-Driver/Operator Pumper  
TX DSHS EMT or Above  
TX Class B Exempt Driver License

**BENEFITS  
INFORMATION**

Starting \$64,584/yr base  
48/96 Shift Schedule  
TCDRS Retirement at 7% w/ 2:1 Match  
Optional 457(b) Supplemental Retirement  
100% Employee Medical Coverage  
10 Days PTO per year (9.63 hours per PP)  
Annual PTO Rollover

**PREFERRED  
QUALIFICATIONS**

**\*\*Required within 24 months\*\***  
TCFP-Advanced Firefighter or above  
TCFP-Fire Officer 2 or above  
TCFP-Fire Instructor 2 or above  
TCFP-Incident Safety Officer  
Swiftwater Technician  
NIMS 300 & 400



**ABOUT US!**

South Hays Fire Department is a three-station department in San Marcos, TX that is currently in transition from an all-volunteer staff to a combination staffing model and is looking to fill three (3) Full-Time Captain positions.

**Application Process**

- Follow the link below and fill out the application and background check authorization form
- Upload your resume and cover letter
- If your application is accepted, further requirements and process information will be emailed to the applicant. The applicant can expect the following during the hiring process.
  - Physical Agility Test
  - Assessment Center
  - Oral Panel Interview
  - Chief Interview
- Please see our website for a full list of position requirements and disqualifiers.

**DATES AND TIMES**

**01**

Physical Agility Test - July 8th, 2023  
South Hays Station 12, 9801 Ranch Road 12, San Marcos TX, 78666

**02**

Assessment Center Orientation - July 14th, 2023  
South Hays Station 11 - 3528 Hunter Rd, San Marcos, TX 78666

**03**

Assessment Center - July 17th, 2023  
South Hays Station 11 - 3528 Hunter Rd, San Marcos, TX 78666

**04**

Oral Panel Interviews - July 22nd, 2023  
South Hays Station 11 - 3528 Hunter Rd, San Marcos, TX 78666

**05**

Chief Interviews - July 22nd, 2023  
South Hays Station 11 - 3528 Hunter Rd, San Marcos, TX 78666



[www.southhaysfire.com](http://www.southhaysfire.com)



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