

# External Applicants Firefighter Job Posting

## Champions Emergency Services District

### Harris County ESD No. 29

12730 Champion Forest Dr  
Houston, TX 77066  
281.444.2014

**Posting Date:** May 8, 2026

**Position:** Firefighter

**Status:** Full-time Hourly non-exempt

**Salary:** \$65,000 - \$74,749, depending on TCFP Certificate Level  
(5/10/15% for TCFP FF Certificate Levels)

Base Salary includes scheduled overtime based on 48/96 shift rotation

Base Salary does not include 12% Weekend Stipend, 2.5x worked Holiday Shift Pay, or Off-Duty Holiday Pay (10 Holidays per year)

**Shift Schedule:** 48/96 (106-hour pay period bi-weekly)

**Closing Date for Application:** Open until filled

**Start Date:** TBD

#### **Requirements or Minimum Qualifications:**

- TCFP **Basic** Structural Firefighter Certification
- TDSHS Emergency Medical Technician-Basic (or higher) Certification
- NIMS 100, 200, 700, 800 Certificates (or ability to obtain within 1 year)
- Valid Texas Drivers' License Class C
- Acceptable Driving Record
- Pass drug test and background check

#### **Preferred or Desired Qualifications:**

- Valid Texas Drivers' License Class B (Firefighter Exempt, or ability to obtain within 1 year)
- TCFP **Intermediate** Structural Firefighter Certification
- TCFP Driver Operator Pumper Certification
- TCFP Driver Operator Aerial Certification
- TCFP Instructor I Certification
- TCFP Fire Officer I Certification
- Blue Card Incident Command Certification
- Hazardous materials, rescue, or other special operations training and/or certifications

#### **Required Skills:**

- Able to perform all of the skills of a Texas Firefighter, as outlined in NFPA 1580 essential job functions.
- Knowledge of current certification requirements for firefighter personnel
- Able to communicate effectively, both verbally and in writing, in English
- Knowledge and proficiency in computers, Office 365, fire reporting software, and the ability to communicate effectively using the same
- Strong team building, leadership, and interpersonal skills

- Able to work well with minimal supervision
- Able to handle suddenly changing work conditions and assignments
- Working knowledge of emergency operations management and emergency tactics

**Work Location & Conditions:**

- Engine 11 or Engine 12, Shift TBD
- Adverse or potentially hazardous environments will be routinely present during training exercises and/or emergency response operations.
- Protective clothing and SCBA usage are required.
- Moderate to heavy lifting will be required.

**Hiring Procedure:**

- Application
- Physical Ability Test
- Oral Interview
- Drug Testing / Criminal Background Check / NFPA1580 Fit For Duty Exam
- Sign Full-Time Work Conflicts Agreement

**Application Process:**

Submit your application

To apply, send an email to [hr@championsfire.org](mailto:hr@championsfire.org) and include a resume.

**Benefits:**

- TCDRS Retirement, 7% employee contributions, 2:1 employer match, 5-year vesting, 20-year retirement, Rule of 75.
- Health, Dental, and Vision Insurance covered 100% for employees **and dependents**.
- Health Reimbursement Account (\$1,150 - \$2,150 annual benefit depending on dependent coverage)
- Employee Life (\$100,000) and AD&D (\$100,000) covered 100%.
- 10 Paid Holidays per year (12-hours Off-Duty Straight Time unless scheduled on shift, then 2.5X)
- Paid Time Off
- Annual 1.75% step increases (Up to 9 years).
- Short Term / Long Term Disability
- Colonial Accident Policy covered 100%, employee and family
- Colonial Cancer Policy covered 100%, employee only
- Additional Colonial policies available at employee cost
- Available 457b plan – Optional Contribution

**Disclaimer:**

Harris County Emergency Services District 29 is an equal opportunity employer that promotes a drug-free workplace. Selection for this position will be based on job qualifications without regard to race, color, sex, religion, national origin, age, disability, marital status, veteran status, or any other protected category.