

DISTINGUISHING FEATURES

The Firefighter performs firefighting and other emergency scene duties involving the protection of life and property. Duties involve responding to fires, hazardous materials incidents, medical calls, rescues, and other request for emergency and non-emergency assistance.

Other activities involve code enforcement and public education activities; participation in training activities; apparatus and station maintenance; drives and operate fire apparatus and other emergency vehicles. Firefighting and other emergency scene activities are strenuous and may be dangerous and/or present a risk of bodily harm.

SUPERVISION RECEIVED AND EXERCISED

Works under the direct supervision of the Company Commander and is accountable to the District's designated physician supervisor when performing the duties of an EMT.

Supervision is not a routine responsibility of this position. However, a Firefighter may be assigned to direct others in specific programs and/or activities. The highest licensed EMT directs patient care in emergency situations.

ESSENTIAL FUNCTIONS AND RESPONSIBILITIES

The following describes a majority of the essential functions of this position.

- Participates in and responds to emergent and non-emergent calls for service including but not limited to fires, emergency medical assistance, rescues, hazardous material incidents, and a variety of other calls. These activities may require personnel to ascend and descend ladders and stairs, perform strenuous lifting and moving activities under routine and hazardous conditions such as bending, twisting, and/or carrying.
- Assists in the maintenance of apparatus, firefighting equipment, medical equipment, station grounds, and any other special projects as assigned.
- Participates in classroom and practical training, fire prevention inspections, fire investigation activities, public education, and assists in preparation of pre-fire plans.
- Drives and operates fire apparatus and other emergency vehicles when needed.
- Completes incident reports, training forms, and accident reports as required.
- Is responsible for practicing and promoting a safe working environment and reporting unsafe working conditions to the supervisor and/or Safety Committee.

KNOWLEDGE AND SKILLS

The operation of fire apparatus and other District vehicles; the use and maintenance of firefighting and emergency medical equipment; firefighting practices, handling hazardous materials, performing emergency medical techniques, and use of computers for data entry, word processing, and email.

ABILITIES

Principles and practices of firefighting, emergency medical procedures, and rescue techniques, District geography and streets.

To learn firefighting practices and techniques; read and understand written communications and instructions; follow oral and written directions; meet and deal effectively with people of all ages and backgrounds; function as a member of a team; prepare simple reports and letters, complete forms and maintain records; perform strenuous activities.

VALUES AND GUIDING PRINCIPLES:

All employees of the District are required to demonstrate positive values to be an effective member of the organization. A Firefighter must be able to demonstrate the following:

Honesty and Integrity: Demonstrates fairness; is straightforward, sincere, truthful, ethical, and trustworthy.

Teamwork: Demonstrates a helpful and respectful demeanor with colleagues and subordinates; receptive to the sharing of differing ideas and opinions.

Professionalism: Displays confidence in self and encourages others; is open, loyal, trustworthy, and patient; holds a high degree of personal accountability and takes pride in work; committed to quality, growth, and learning.

Health and Safety: Displays and maintains physical and mental well-being and watches out for all members' safety.

LEADERSHIP COMPETENCIES

The District has identified the top ten (10) leadership competencies under the Lominger Development Model for the Firefighter position. The Firefighter must be able to demonstrate the following:

Compassion: Genuinely cares about people; is available and ready to help others; is sympathetic and demonstrates real empathy with the joys and pains of others.

Customer Focus: Dedicated to meeting the expectations and requirements of internal and external customers; gets first-hand customer information and uses it for improvement; acts with customers in mind; establishes and maintain effective relationships with customers and gains their trust and respect.

Composure: Cool under pressure; does not become defensive or irritated when times are difficult; considered mature; can hold things together during tough times; can handle stress; does not show frustration when resisted; is a settling influence during a crisis.

Action Oriented: Works hard; is full of energy for the things seen as challenging; not fearful of acting with a minimum of planning; seizes opportunities.

Ethics and Values: Adheres to an appropriate and effective set of core values and beliefs during both good and bad times; acts in line with those values; rewards the right values; true to self.

Integrity and Trust: Widely trusted and seen as direct and truthful; can present the truth in an appropriate and helpful manner; keeps confidence; admits mistakes; does not misrepresent self for personal gain.

Interpersonal Savvy: Relates well to all kinds of people; builds appropriate rapport; builds constructive and effective relationships; uses diplomacy and tact; can defuse high tension situations comfortably.

Learning on the Fly: Learns quickly when facing new problems; open to change; analyzes both successes and failures for clues to improvement; relentless and versatile learner; experiments and will try to find solutions; enjoys the challenge of unfamiliar tasks, quickly graphs the essence and underlying structure of things.

Problem Solving: Uses rigorous logic and methods to solve difficult problems with effective solutions; probes all fruitful sources for answers, can see hidden problems; excellent at honest analysis; looks beyond the obvious and doesn't stop at the first answers.

Self-Development: Personally committed to and actively works to improve self; understands that different situations and levels may call for different skills and approaches; works to deploy strengths; works on compensating for weakness and personal limits.

WORK ENVIRONMENT

Regular work schedule is a 56-hour workweek with 24-hour shifts. Work activities vary widely and will include general station, emergency scene, and indoor and outdoor activities. Work assignments and response to emergency alarms may occur at any time under any climatic conditions. Work is highly physically demanding, requiring strength, agility, and aerobic and anaerobic endurance. Emergency work may be hazardous.

MINIMUM EXPERIENCE AND QUALIFICATIONS

Refer to the Development Plan for further details.

- Minimum age of 18 years old
- Graduation from high school or equivalent GED
- NFPA Firefighter I or equivalent at time of hire
- Certified as an Oregon or National Registry Emergency Medical Technician in good standing
- Valid driver's license

DESIRABLE QUALIFICATIONS


- Associate Degree in Fire Science or Technology
- NFPA Firefighter II or equivalent
- DPSST Wildland Interface Firefighter
- NWCG FFT2 and/or FFT1
- NFPA Fire Instructor I
- NFPA Fire Apparatus Driver/Operator (Driver)
- NFPA Mobile Water Supply Apparatus
- NFPA Wildland Fire Apparatus
- NFPA Rope Rescue Level I & II
- NFPA Swiftwater Rescue
- Advanced Emergency Medical Technician (AEMT)
- EMT Intermediate (Oregon Specific)
- Paramedic

CIVIL SERVICE STATUS: **Classified**

FLSA STATUS: **Non-Exempt**

BARGAINING UNIT: **Yes**

Policy Approval:


Fire Chief

9/28/21
Date