

South Whidbey Fire/EMS

5579 Bayview Road, Langley, WA. 98260

www.swfe.org

360-321-1533

Position Opening

FIREFIGHTER/EMT

IAFF Represented

APPLICATION CLOSING DATE: 4:00 PM (Pacific) Friday, May 7th, 2021.

South Whidbey Fire/EMS is seeking experienced and innovative individuals to serve as Firefighter/EMTs. SWFE is a combination fire district, served by approximately 50 volunteers along with nine full-time command and administrative staff positions. The District serves approximately 66 square miles and 54 miles of shoreline of south Whidbey Island from 6 stations located throughout the District. The resident population is approximately 15,500 people. The department responded to approximately 2600 calls for service last year, 83% of which were EMS related. The department serves as a non-transport first response agency for medical emergencies and responds with our partner agency Whidbey Health EMS.

Firefighter/EMT's will work a 24-hour shift and will work with the volunteer members. The district currently operates a newer well-maintained fleet of fire apparatus including; Pumpers, Tenders, Brush Trucks, Medical Response Vehicles, Two Marine Units and various utility vehicles. The PTFE positions are subject to the rules and regulations of the Fire District, Collective Bargaining Agreement, Island County and the State of Washington.

JOB SUMMARY

The Firefighter/EMT responds to all calls for service as dispatched, engages in fire suppression activities and mitigation, direct medical care of patients, and other related emergencies. The Firefighter/EMT participates in engine company fire inspections, public education and outreach, and community risk reduction.

DUTY DESCRIPTION

1. Respond to fire incidents and conduct tasks including interior attack, ventilation, salvage, overhaul, or fire-ground support operations as directed.
2. Respond to emergency medical incidents and serve as a member of the medical team as directed.
3. Participate in emergency rescue operations and support specialized teams including various types of rescue incidents such as; high angle, auto extrication, and marine.
4. Clean and inspect equipment and apparatus after returning from a fire.
5. Inspect equipment, apparatus and notify superior officers of any defects.

6. Make minor repairs to equipment and apparatus, perform routine preventative maintenance tasks, and maintain records of such action.
7. Keep fire station, equipment and grounds in a clean and orderly condition.
8. Participate in training activities and instruction sessions.
9. Acquire and retain a thorough knowledge of the District, including 6 fire stations, streets, buildings, water supply, unusual hazards and related items.
10. Perform fire safety inspections and various public information or education tasks.
11. Participate in pre-fire analysis, in reviewing target hazards within the company district, and establishing actions to be taken at the time of an incident.
12. Enter inspection, training and (on occasion) fire and emergency medical service calls into the records management systems.
13. Perform all work duties and activities in accordance with District policies and procedures.
14. Work in a safe manner and report unsafe activities and conditions.

OTHER FUNCTIONS & DUTIES

1. May respond to emergency calls for specialized service such as; hazardous materials, confined spaces rescue, extrication and technical rescues that include; high angle, below grade, swift water, trench and collapse rescues.
2. May respond to non-emergency calls for infant car seat installations, senior falls prevention demonstrations, or other population specific public education activities.
3. Perform other duties as assigned.

QUALIFICATIONS

The successful candidate will typically have two (2) years of responsible Fire/EMS experience with a proven record of tactical knowledge and sound judgment. The ideal qualifications consist of a combination of education and experience commensurate with the responsibilities of the position.

An Associate degree in fire science, business/public administration, health care administration, or a closely related field, from an accredited institution is preferred. Internal candidates will be given additional consideration for years of service to SWFE. **The successful candidate should have experience working with volunteer emergency responders.**

SWFE reserves the right, in its sole discretion, to determine whether the combination of education and experience are commensurate with the requirements of the position.

MINIMUM LICENSE / CERTIFICATE AND ADDITIONAL REQUIREMENTS:

1. High school diploma or GED
2. Current Washington State certified Firefighter I (or equivalent NFPA, IFSAC, or ProBoard)
3. Current Washington State certified Emergency Medical Technician or NREMT and the ability to obtain EMT reciprocity in Washington within one month of appointment.
4. Possess a current CPAT (waived if current SWFE Member)
5. Possess and maintain a valid Washington Drivers' License and a safe driving record necessary to operate assigned vehicles within 1 month of appointment.
6. Obtain and maintain NIMS ICS-100, ICS-200, and ICS-700 certifications.

7. Washington Emergency Vehicle Accident Prevention Certification or equivalent. We use VFIS/EVDT.
8. Pass a comprehensive background investigation.
9. Pass initial and ongoing medical examinations for employment.
10. Pass a pre-employment drug test as well as random and post-accident drug and alcohol testing.
11. Knowledge of the geography of SWFE or the ability to obtain and retain such knowledge within the first six months of appointment.

SWFE reserves the right, in its sole discretion, to determine whether or not an alternate certification is equivalent. All Certifications and Licenses required for this job must be kept current as a condition of continued employment.

KNOWLEDGE, SKILLS & ABILITIES: Practiced knowledge of contemporary leadership principles and practices; thorough knowledge of tactical fire operations; thorough knowledge of emergency medical conditions, techniques and procedures; understanding of District policies, procedures, protocols, chain of command, and pertinent federal, state, and local laws that relate to the District; operational characteristics, services, and activities of an emergency services program including fire suppression, fire prevention, EMS, marine and technical rescue, hazardous materials, and community risk reduction; fire and medical equipment use and required maintenance; Incident management techniques; problem solving techniques and methodology; public relations techniques.

Practiced skills to operate an assigned emergency vehicle; understand the application of District policies, procedures, and protocols; evaluate and new techniques in fire tactics and emergency medicine; make presentation to and deal with the public, Commissioners, and personnel.

Practiced ability to assist with development of division goals, objectives, and procedures; prepare clear and concise administrative reports; analyze problems, identify solutions, project consequences of proposed actions, and implement recommendations in support of District goals; research, analyze, and evaluate new service delivery innovation and methods; operate and effectively use tools of the trade; operate modern office equipment and computers including software applications; communicate clearly and concisely, both orally and in writing; maintain contact and preserve good relations with the public, staff, and personnel, respond to requests and inquiries, and work effectively with a variety of partner agencies and community groups; and establish and maintain an effective working relationship with those contacted in the course of work.

PHYSICAL DEMANDS: Work is generally performed in the field settings with occasional travel to attend meeting or conduct District business. The incumbent responds to emergency scenes, both small scale and large scale, and disasters. The incumbent is regularly exposed to outside weather conditions, wet/humid conditions, and windy conditions. The incumbent occasionally works in high or precarious places, and is occasionally exposed to airborne particles, fumes, toxic or caustic chemicals, extreme cold/heat, vibration, high noise levels, risk of electrical shock or radiation, or exposure to hostile individuals.

The incumbent is required to wear issued personal protective equipment including turnout gear, boots, helmet, goggles/face protection, gloves, and self-contained breathing apparatus.

The incumbent may work extended periods of time, including evenings, nights, and weekends.

The incumbent's primary functions require sufficient physical ability to work in a field setting; perform arduous and prolonged tasks under adverse and dynamic conditions; walk, stand or sit for prolonged periods of time; bend, kneel, stoop, crouch, reach, and twist; occasionally climb and balance; regularly push, pull, lift and/or carry moderate weights; frequently lift and/or move moderate to heavy weights; lift and/or move heavy weights; operate office equipment including computer keyboards; requires a sense of touch, finger dexterity, and gripping with hands and fingers; ability to speak and hear to exchange information; ability to operate a vehicle for both normal travel and emergency response ; and the ability to operate specialized vehicles and equipment.

The incumbent must see within normal range of vision with or without correction; specific vision abilities required by this job include close, distance, color, and peripheral vision; depth perception; and the ability to adjust focus.

The incumbent must hear in the normal audio range with or without correction.

COMPENSATION AND BENEFITS

PAY RATE: The position is represented by IAFF Local 5212, and because of changes in the staffing model, the existing collective bargaining agreement must be modified to align with these changes. This process has not been completed, so the pay and benefits package is not set at this time. However, the 2021 budget approved a pay matrix based on an annual salary range of \$56,953 to \$60,439 for full time Firefighter/EMT positions.

HEALTH CARE COVERAGE: An employer paid health care benefit package including medical, dental, vision, and accidental death and disability insurance.

RETIREMENT BENEFITS: This position qualifies for coverage by the Washington Retirement System, LEOFF plan.

WORK SCHEDULE: The position will work a 24-hour shift, and most likely will be on a 24/48 schedule. However, other schedule arrangements (such as modified Detroit schedule) are possible as part of the changed staffing model.

PAY SCHEDULE: SWFE employees are paid every two (2) weeks for a total of 26 pay periods each year.

APPLICATION PROCESS & SCHEDULE

Requests for applications may be made by any of the following:

1. Download via our website at www.swfe.org
2. Contact us for application via USPS
3. Contact us for application via e-mail at ops@swfe.org

Interested applicants **must attach and submit** the following required items with your application:

- 1) SWFE Employment Application (complete)
- 2) Current resume
- 3) Complete Confidential Disclosure Report
- 4) Copy of current driver's license
- 5) Authorization for Background Check
- 6) Complete WA DoL, Driving Record Request & Release of Interest
- 7) Copy of required certifications, degrees, and licenses.
(FF-I, EMT, CPAT, EVIP, NIMS, etc.)

Schedule: *These dates very important:*

Applications Due: 4:00 PM Friday, May 7th, 2021

Practical's & Written Exams: 0800 Saturday May 22, 2021

*Qualified applicants **must** be available on Saturday May 22, 2021. This is the only date available. There will be no makeup date.*

SUBMITTING THE APPLICATION:

Completed applications must be received at our Administration Office by mail, in person, or courier, no later than 4:00 PM Friday, May 7th, 2021 at the following address:

SOUTH WHIDBEY FIRE/EMS
5579 Bayview Road,
Langley, WA. 98260
Attn: Firefighter Applications

Some of our application packet documents require original signature, therefore applications returned via E-mail will be not considered or accepted.

Failure to complete and submit ALL application materials will disqualify your application. SWFE will not notify applicants of incomplete application packets.

Only the most qualified applicants with the most relevant experience and education will be invited to continue in the selection process. Eligible internal candidates will be given first consideration. All offers of employment are contingent upon the successful completion of a driving check, criminal records check, Work Capacity Testing, medical evaluation including stress testing, and drug screen at SWFE expense.

SUCCESSFUL APPLICANTS MUST PASS THE FOLLOWING:

1. All eligibility requirements
2. Written and Practical Skills Exam
3. An extensive background investigation
4. Chief's interview

SOUTH WHIDBEY FIRE/EMS IS AN EQUAL OPPORTUNITY EMPLOYER AND SUPPORTS WORKFORCE DIVERSITY.