



FOUR MILE FIRE PROTECTION DISTRICT

Position available: Full-time Firefighter/Maintenance Coordinator

Summary

Four Mile FPD is a rural, combination, fire protection district located in the foothills west of Boulder, Colorado. Four Mile currently employs two full-time firefighters, and is seeking a third firefighter to fully staff the full-time crew. Roughly 30 volunteer firefighters comprise the majority of our roster.

A job with Four Mile FPD is not a traditional job in the fire service. Our call volume is relatively low, and so the range of duties and responsibilities of our full-time firefighters is much more extensive than emergency response alone. Our full-time firefighters are involved in every aspect of Four Mile FPD's operations, including: station and apparatus maintenance; construction projects (e.g. water sources, radio towers); training (planning and teaching); administration (e.g. grant application and management, emergency reporting); fuels reduction and fire mitigation; community outreach; disaster planning and emergency preparedness.

Despite our relatively low call volume, emergency response is the primary responsibility of our firefighters, and they are expected to work calmly and efficiently in a range of emergency environments, including medical, structure fire, wildfire, motor vehicle accident, etc. Seasonal wildfire assignment is another core component of the full-time firefighter position, and prospective employees must retain availability to commit to three national fire assignments each year (each assignment can be expected to last 18 days, with 14 days on incident and two travel days to and from the incident; there is no guarantee of national fire assignment, due to the unpredictability of fire activity nationwide, but the availability is a requirement). Our full-time firefighters specialize as an initial attack, wildland fire resource for our district.

Our district has suffered two historic disasters within the past decade (the Four Mile Canyon Wildfire in 2010 and the Boulder County Flood in 2013). The full-time positions are crucial in preparing for and responding to large scale events, both as boots on the ground and in ensuring continuity of function and effective management of our department overall.

Four Mile is a terrific place to work, train, become proficient in emergency response, and develop personally and professionally. However, with most of our leadership positions filled by volunteer firefighters, this is not an agency that offers unlimited opportunity for career advancement.

The Position

Full-time Firefighter/Maintenance Coordinator

Shift structure

- Monday-Friday 0800-1600 or 0900-1700 with occasional overtime/offset hours
- Irregular hours during local emergencies, critical fire weather periods, and national fire assignment

Pay / Benefits

- \$14-18/hour, depending on experience (average of two fire assignments each year may be a source of significant overtime pay)
- \$200/month bonus that may be used towards health insurance premium payments available 30 days after date of hire
- 5 days paid sick leave annually, available 30 days after date of hire.
- 10 days paid vacation leave annually, available upon completion of probationary period (see hiring process)

Minimum qualifications/experience

- 21 years of age or older
- High School Diploma or GED
- Possess or be able to attain Colorado State Drivers License by date of hire
- Possess a good driving history and be insurable by the District's insurance provider
- Basic Wildland Firefighter (FFT2)
- CPR certified for professional rescuer/health care provider
- Basic Sawyer (FAL3)
- 2 seasons experience in wildland fire

Desired qualifications/experience

- Squad Boss and Incident Commander Type 5 (FFT1 / ICT5)
- State of Colorado Emergency Medical Technician (EMT)
- Intermediate Sawyer (FAL2)
- Structure Firefighter/HAZMAT Ops
- Strong mechanical/construction experience and ability
- Emergency response experience in Boulder County
- Bachelor's Degree
- Reside within 45 minutes of the Poorman Fire Station (1740 Fourmile Canyon Drive) – this is desired for call-back for fire assignment and for local large-scale incidents.
- 3 seasons experience, preferably working with combination/volunteer agencies
- Proficiency in Microsoft Office Suite (Word, Excel, PowerPoint) and ability to master other software

Responsibilities

- Perform all-hazard emergency response functions in hazardous and demanding conditions, this will include taking command and operations of emergency incidents
- Physically perform and/or develop schedules and tracking methods for all necessary maintenance, upkeep and construction projects (a wide variety that requires a broad skill set; specific projects include engine preventative maintenance, water source testing and repair, general station housekeeping and repair)
- Utilize chainsaws, chippers, winches and ATVs to perform fuels reduction and fire mitigation. Applicant must be able to run a chainsaw for a 16 hour day (for suppression, 8 hours for regular mitigation) and move and haul heavy branches and logs.
- Act as instructor and facilitator during regular trainings
- Exemplify leadership, integrity and trustworthiness in all of your duties.

Working Environment

Work is conducted both inside and outside with exposure to extreme weather conditions and high hazard situations. Exposure to extremes of heat, sun, water, temperature changes, noise and vibration, odors, grease/oils, toxic substances (such as hydrogen cyanide, acids, carbon monoxide, or organic solvents either through inhalants or skin contact), smoke, fumes and gases, electrical energy, carcinogenic dusts, poor ventilation and contagious diseases.

During wildland fire suppression activities, expect to work 16 hour days in extremely challenging conditions, with exposure to many of the hazards outlined above, and also unstable trees with the potential to fall and cause injury, dangerous insects and animals, and other environmental hazards. During fire assignments the job requires lengthy travel, sleeping outdoors, limited privacy and maintaining a constant state of readiness.

Physically demanding work utilizes muscular strength and endurance, aerobic capacity, flexibility, equilibrium and anaerobic power. Work involves heavy (50 lbs. and over) lifting and carrying, sifting, standing, walking, pulling, pushing, crawling, bending, kneeling, and climbing to widely varying degrees depending on circumstances. Must be able to operate in environments of high noise, poor visibility, limited mobility, steep, slippery, and/or uneven walking surfaces, at heights and move within open as well as confined spaces.

Job requires eye-hand coordination to operate fire, rescue and other suppression equipment. Employees must be able to work under pressure/stress in emergency and non-emergency situations, intermittent intense stress and response factors. Employees must be able to assume incident command at emergency scenes. Work involves operating both as a member of a team and independently at incidents of uncertain duration. Work involves shift work hours but may also require irregular/protracted work hours.

Hiring Process

Please complete the application found on the job posting's page, and submit it, along with a resume and cover letter, to fourmilehiring@gmail.com by 1700 (5pm MT) June 8, 2018. Please include only your full name in the subject line of the e-mail.

Applicants who have been selected for an interview will be notified via e-mail the week of June 25, 2018. Phone interview may be conducted at Four Mile FPD's discretion. Selected applicants will progress directly to oral board interview, to be conducted during business hours, M-F. These will be scheduled via e-mail.

Upon receiving a conditional offer, the selected applicant may be asked to submit to a medical examination, a psychological evaluation, drug screening, and a criminal background check(s).

Upon successful completion of these checks, the new employee will begin a probationary period of employment with the Four Mile FPD.

During the first six months of the new hire's employment a probationary period will be in effect, during which the new hire will be evaluated on a number of criteria (mainly by his/her supervisor, but also other members of the agency) and may be terminated at any time. Following the completion of the probationary period, the employee will meet with their supervisor and the Fire Chief to discuss performance and make recommendations.

At this stage, the supervisor and Chief may determine that the employee has performed satisfactorily, and they will graduate from their probationary status to a permanent, full-time position. Alternatively, if deficiencies are found or if the probationary firefighter is not progressing as desired, the supervisor and Chief may determine that the probationary period should be extended an additional six months.

Following completion of the probationary period, the new firefighter will be eligible for paid time off.

Equal Opportunity Statement

The Four Mile Fire Protection District offers Equal Opportunity for employment to all qualified applicants. It is the policy the Four Mile Fire Protection District not to discriminate on the basis of race, color, religion, creed, national origin, sex, sexual orientation, age, ancestry, veteran status or disability unless related to a bona fide occupational qualification.

AN EQUAL OPPORTUNITY EMPLOYER

All Four Mile FPD facilities are smoke free