



Job Posting for the following positions:

(Updated on December 04, 2021)

- **Seasonal Firefighter**
- **Call-when-needed Firefighter**

I. Summary

Four Mile Fire Protection District is a rural, combination, fire protection district located in the foothills west of Boulder, Colorado. Roughly 30 volunteer firefighters comprise the majority of our roster. Four Mile employs a paid Fire Crew, with duties focusing primarily on wildfire suppression, wildfire mitigation and all-hazard call response. **We are currently hiring for seasonal and call-when-needed positions.**

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., under the supervision of full-time firefighters and volunteer officers.

Seasonal wildfire assignment is another core component of the paid positions, and prospective employees interested in the **Seasonal Firefighter** position 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 maintaining availability is a requirement). Wildfire assignments are also available to **Call-when-needed Firefighters**. Our paid Fire Crew specializes as an initial attack, wildfire resource for our district.

Another primary function of the Fire Crew is wildfire mitigation. This is physically demanding, arduous labor; utilizing chainsaws, woodchippers, ATVs, winches and other equipment, the work involves tree felling and moving tree limbs and logs. Physical strength and fitness are required, as is a willingness and enthusiasm in performing this challenging manual work.

Our paid firefighters are involved in every aspect of Four Mile FPD's general operations, including: station and apparatus maintenance; construction and repair projects (e.g. water sources, radio towers); training (planning and teaching); administration (e.g. grant application and management, emergency reporting); community outreach; disaster planning and emergency preparedness.

Please contact Paul Dennison at dennison@fourmilefire.org with any questions or concerns. Please do not call the fire station or use any other means of contacting the agency unless directed to do so.

II. Position Details

- *Seasonal Firefighter*
 - **Starting wage of \$18-20/hour depending on experience (wildfire assignments may be a source of significant overtime pay)**
 - 48-hours paid sick time
 - End of season bonus offered
 - Full-time (preferred) beginning in April/May 2022 and ending September/October 2022; duration negotiable
 - General shift structure either A-Shift, Mon-Thu 0730-1730 or B-Shift, Tue-Fri 0730-1730 with occasional overtime/split shifts. Extended staffing should be expected for periods of high fire danger. Wildfire assignments follow a different schedule.
 - Ideal for candidates with the availability for a regular work commitment for an up to six-month commitment
 - Irregular hours during local emergencies, critical fire weather periods, and out-of-district fire assignment

- *Call-when-needed Firefighter*
 - Initial training/orientation is uncompensated, **then all activities are paid according to qualifications.**
 - End of season bonus offered
 - Casual, flexible work opportunities
 - Ideal for college students or recent graduates with other obligations preventing them from a regular work commitment, but who want knowledge and experience in the fire service
 - Work when you are available and when the Fire District needs additional support for wildfire suppression assignments, severity staffing (when wildfire danger is high, we increase our staffing level), and wildfire mitigation/forestry projects

III. Minimum qualifications/experience

- *All Positions*
 - No fire/EMS training or experience required for entry level Seasonal or Call-when-needed Firefighters.
 - 18 years of age or older
 - Possess or be able to obtain a Driver's License by date of hire
 - Possess a good driving history and be insurable by the District's insurance provider

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- Relevant experience in manual labor, outdoor work or recreational outdoor activities
- Ability and willingness to perform arduous manual labor for long hours in difficult conditions
- Experience as a wildland firefighter is **desired**
- CPR/First Aid qualification, or higher level of EMS qualification is **desired**
- Experience with chainsaws, driving large trucks and trailers, operating ATVs is **desired**

IV. Responsibilities

- Perform all-hazard emergency response functions in hazardous and demanding conditions, under the supervision of full-time firefighters
- Perform wildfire suppression duties on 18-day national fire assignments; **Seasonal Firefighter** applicant must have availability for minimum of three national fire assignments each year
- Physically perform and/or develop schedules and tracking methods for all necessary maintenance, upkeep and construction projects. Specific projects include engine preventative maintenance, water source testing and repair, general station housekeeping and repair
- Assist in project planning, administration and documentation for large-scale wildfire mitigation/forestry projects
- Utilize chainsaws, chippers, winches and ATVs to perform fuels reduction and fire mitigation
- Act as facilitators during regular trainings
- Exemplify leadership, integrity and trustworthiness in all duties.

V. 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.

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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. 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.

VI. Hiring Process

Please submit a resume, cover letter, and three references (name, relationship and contact information; may be professional or personal) to dennison@fourmilefire.org by 1700 (5pm MT) February 15th, 2022. Please include only your full name in the subject line of the e-mail. Indicate in the body of the e-mail if you are interested in the Seasonal Firefighter or Call-when-needed Firefighter position. You may express interest in both positions with a single application submission.

If you have relevant qualifications or training course certifications, please list those either in your cover letter or on a separate document.

Applicants who have been selected for an interview will be notified via e-mail in February-March, 2022. Selection process and timeline may be extended at the Fire District's discretion. Interviews may be conducted either in-person, or via telephone or Zoom, depending on individual circumstances.

Upon receiving a conditional offer, the selected applicant may be asked to submit to a medical examination, fit for duty test, psychological evaluation, and a criminal background check.

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VII. 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

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