

DAISY MOUNTAIN FIRE DISTRICT

JOB ANNOUNCEMENT

**FIREFIGHTER RECRUIT (SWORN)**

Estimated Annual Earnings: $54,906 (Fire Recruit) - EMCT-EMT

$63,106 (Fire Recruit) - EMCT-Paramedic

Non-Exempt - Paid Hourly, Based on a 48/96 Schedule

**OPENING DATE:** JANUARY 16, 2025

**CLOSING DATE:** FEBRUARY 9, 2025, at 12:00 Midnight (Arizona Time)

**AS THE EMPLOYER OF CHOICE, WE OFFER EXCELLENT BENEFITS AND AN OUTSTANDING WORKING ENVIRONMENT!**

This recruitment will be utilized to establish a hiring list from which vacancies will be filled. You are encouraged to print this bulletin because it contains important dates and information that will not be available online once this position closes.

**FIREFIGHTER RECRUIT JOB DESCRIPTION**

**Position Summary**

The fundamental reason this classification exists is to protect life and property through firefighting and EMS activities often performed under conditions which require strenuous physical exertion. Major elements of a Firefighter’s work are the participation in code enforcement activities performed by fire companies, supervised drills, and training in firefighting and EMS skills. Some time is spent in special and routine maintenance of equipment and apparatus and routine care of buildings and grounds, as well as public education activities. Work at the fire station and scenes of fires, is normally performed under close supervision in accordance with well-defined procedures and is inspected in process and upon completion by a Fire Captain. Occasionally, employees in this class may be required to relieve an officer of higher rank and when so assigned, are responsible for the management of all company programs and the supervision of assigned fire companies and equipment at the scene of the fire until relieved of command by an officer of higher rank. Firefighters may be assigned to work on special assignments which call for special abilities and knowledge attained through experience and training.

**Essential Functions**

* Lays and connects hose, holds nozzles and directs water streams, raises and climbs ladders and uses chemical extinguishers, bars, hooks, lines and other equipment at the scenes of fires.
* Performs salvage operations.
* Administers EMS to injured persons, frequently using advanced techniques to restore cardio-pulmonary functions.
* Participates in fire drills and attends classes in firefighting, EMS and related duties.
* Performs general maintenance work in the upkeep of the Fire Department property.
* Inspects building and premises for compliance with fire laws, checks on complaints and aids in the investigation of arson cases.
* Inspects commercial and noncommercial buildings.
* Signs citations and gives testimony in court in connection with fire code enforcement activities.
* Organizes fire brigades and conducts fire drills in institutions and commercial establishments.
* Attends public gatherings to ensure observance of fire safety requirements.
* Participates in station radio tests.
* Conducts tours of station houses for scouts, civic, and other interested groups.
* Operates Computer Aided Dispatch equipment.
* Demonstrates superior seamless customer service, integrity, and commitment to innovation, efficiency, and fiscally responsible activity.
* May be required to manage and/or participate in committees either by volunteering or by assignment by their supervisor.
* Participates in physical fitness activities to maintain physical conditioning to comply with medical and physical fitness requirements.
* Timely use of all department electronic communication, i.e., Firehouse, Target Solutions, regularly check DMFD email, etc.
* Maintains regular attendance and punctuality, according to department policies.
* Ability to follow and positively model support of DMFD’s Mission, Vision and Values.

**REQUIRED KNOWLEDGE, SKILLS AND ABILITIES**

Knowledge of:

* Emergency medical methods and procedures.
* Firefighting principles and practices.
* Fire salvage and overhaul operations.

Ability to:

* Function effectively in emergency situations.
* Ability and willingness to learn a variety of methods and tasks in firefighting, fire prevention, and related activities.
* Effectively and safely drive and/or operate the full range of fire apparatus and equipment utilized by the District.
* Ability to use self-contained breathing apparatus (SCBA) and personal protective equipment (PPE) clothing to prevent exposure to hazardous materials and infectious diseases.
* Ability to climb ladders and work at considerable heights.
* Ability to engage in moderate to strenuous activity, which may require long working hours under physical and emotional stress.
* Ability to lift minimum weight as required by the Arizona Department of Transportation and Department of Health Services.
* Ability to exercise a high degree of self-discipline.
* Ability to tolerate extreme fluctuations in temperature while performing job duties.
* Ability to bend and stoop repeatedly or continually over time to perform emergency medical services or other job-related activities.
* Ability to select and apply appropriate emergency treatment and use specialized equipment, when required.
* Ability to understand and follow all safety procedures, policies, and practices.
* Ability to understand and follow oral and written directions promptly and accurately.
* Ability to establish and maintain effective working relationships with those contacted in the course of work.
* Ability to provide excellent customer service to both external and internal customers.
* Ability to function as an effective team member in both daily operations and activities, and during emergency operations.

**ADDITIONAL REQUIREMENTS**

* Must attend and/or satisfactorily complete the hours and subject matter of annual training required to maintain certifications of Emergency Medical Technician Basic or Paramedic certification.
* Some positions will require the performance of other essential and marginal functions depending upon work location, assignment, or shift.
* Some positions require the use of personal or District vehicles on District business. Individuals must be physically capable of operating the vehicles safely, possess a valid driver’s license and have an acceptable driving record. Use of a personal vehicle for District business will be prohibited if the employee is not authorized to drive a District vehicle or if the employee does not have personal insurance coverage.

**REQUIREMENTS:**

* Age: 18 years of age by 2/9/2025
* Legally able to work in the United States
* Disclosure of vaccination status will be required prior to start of employment.
* High School Grad/GED: Yes
* Valid Arizona State Driver’s License, or the ability to have one prior to start date.
* Ability to read/speak English
* Must attend all hours of annual training required to maintain State EMCT certification.
* Some positions will require the performance of other essential and marginal functions depending upon work location, assignment, or shift.
* Some positions require the use of personal or District vehicles on District business. Individuals must be physically capable of operating the vehicles safely, possess a valid driver's license and have an acceptable driving record. Use of a personal vehicle for District business will be prohibited if the employee is not authorized to drive a District vehicle or if the employee does not have personal insurance coverage.

**REQUIRED CERTIFICATIONS:**

**EMCT-EMT Requirements**:

* Current State of AZ EMT certification
* Current CPR for healthcare provider certification

**EMCT-Paramedic Requirements**:

* Current State of AZ Paramedic certification
* Current CPR for healthcare provider
* Current Advanced Cardiac Life Support (ACLS) certification
* Current Pediatric Life Support (PALS) certification, or equivalent
* National Registry Paramedic encouraged, but not required

**Firefighter Requirements:**

* All of the above EMCT-EMT or EMCT-Paramedic requirements
* Candidate must pass a CPAT between **MARCH 2, 2024,** and **MARCH 2, 2025**
* Must be able to maintain physical conditioning to comply with medical and physical fitness requirements

**HIRING PROCESS:**

Applicants for the Daisy Mountain Fire District **must** apply online for an assessment test and video interview at [www.publicsafetyanswers.com/dmfd](http://www.publicsafetyanswers.com/dmfd) between JANUARY 16, 2025, through FEBRUARY 9, 2025. The top candidates from the video interview will be invited to participate in a live interview with the Daisy Mountain Fire District, tentatively scheduled for the week of February 24th, 2025. The second live, and Final Chief interviews are tentatively scheduled for the week of March 17th, 2025.

**VETERAN’S PREFERENCE POINTS**:

Veterans will be given five (5) additional points added to the overall cumulative score. Valid honorable discharge paperwork will be required at the time of application. (Veteran’s preference points will only be added once all portions of the examination process have been successfully completed).

**EDUCATION POINTS:**

Education points will be added to the overall cumulative score after successful completion of all parts of the examination.

* Associate’s Degree will receive three (3) points.
* Bachelor’s Degree and above will receive five (5) points.

**MINIMUM QUALIFICATIONS**:

*An equivalent combination of education, training and experience which provides the required knowledge, skills and abilities to perform the essential functions of this position may be considered.*

**DISQUALIFYING FACTORS:**

* Felony conviction; decided on a case-by-case basis.
* DUI conviction within 5 years of application.
* Non-disclosure of criminal conviction at time of application.
* More than 10 points on driving record within a 12-month period.
* More than 16 points on driving record within a 36-month period.
* The Daisy Mountain Fire District is a contracted Medicare provider; therefore, no applicant can be on the federal exclusionary list. Candidates must successfully complete a thorough background investigation and driver’s license evaluation.

**OTHER REQUIREMENTS**:

This position requires satisfactory criminal background, fingerprint and reference checks, and may require a Motor Vehicle History Report and Public Records Check. Employment offers are contingent upon successfully passing any of the above requirements. In addition, the Daisy Mountain Fire District will verify that an applicant's name does not appear on the Office of Inspector General's List of Excluded Individuals/Entities (OIG LEIE). This verification will be performed by the Daisy Mountain Fire District upon hire and quarterly thereafter. If an employee's name is found on such a list, the offer of employment will be rescinded.

**TO APPLY**:

* Online assessment test and video interview at [www.publicsafetyanswers.com/dmfd](http://www.publicsafetyanswers.com/dmfd).
* Open from **JANUARY 16, 2025 – FEBRUARY 9, 2025**.
* First Round Interviews Tentatively Scheduled For The Week Of **FEBRUARY 24th, 2025**.
* Final Chief Interviews Tentatively Scheduled For The Week Of **MARCH 17TH, 2025.**
* Positions tentatively scheduled to start on **APRIL 21ST, 2025**.

**What to expect at the PUBLIC SAFETY ANSWERS website:**

* Review all information related to the Daisy Mountain Fire District positions, including minimum requirements and salary.
* Input your contact data.
* Review the detailed information about the online testing process.
* Conduct the online job assessment test and video interview.

**Helpful hints regarding the video interview:**

* + The video interview IS an interview.
  + You can practice your interview as many times as needed prior to submission.
  + Make sure your volume is up on your phone/computer.
  + Dress as if you are at an in-person interview.
  + Please be aware of the background in your video; we see everything around you.
  + Choose a quiet spot to record your video, away from noise that distracts from us being able to hear you.

*Daisy Mountain Fire District is a drug free workplace, and an Equal Opportunity Employer committed to a diverse workforce.*