

Depoe Bay Fire District in partnership with North Lincoln Fire and Rescue;
With formation of:
The Lincoln County Fire Testing Consortium

Announce a joint recruitment for the position of Firefighter/EMT (Paramedic Preferred)

Depoe Bay Fire District: \$56,760 - \$71,784 plus qualified incentives.

North Lincoln Fire and Rescue: \$55,947 - \$68,068 plus qualified incentives.

Both districts offer incentives for Paramedics and other specialized skills, plus a generous benefits package.

No residency requirement.

Successful applicants from the testing process will be placed on one candidate eligibility list for both agencies to select from; (do not apply if you are not interested in a position with only one agency listed). Both fire districts are exploring a consolidation and have goals to be a newly formed District by mid-year 2022.

The Depoe Bay Fire District is establishing an eligibility candidate list (Firefighter) in anticipation of future vacancies. This is a represented position within IAFF L5154;

North Lincoln Fire and Rescue has one immediate opening and is also establishing an eligibility candidate list (Firefighter) in anticipation of future vacancies. This is a represented position within IAFF L5169;

After initial training, Firefighters may be assigned to work 48/96 schedule (56 hours per week), 40 hours per week, and/or alternating and/or consecutive days of the week including nights, weekends, and holidays.

An EMT or Paramedic license is required, as well as the minimum application requirements listed. The Firefighter Recruit will participate in the Firefighter Orientation Training for approximately three weeks; and:

- learn the knowledge, skills, and abilities needed to become a firefighter with both districts.
- participate in on-the-job and self-study training in order to acquire and maintain proficiency needed to perform the tasks of a firefighter.
- participate in supervised drills and training in firefighting skills.
- be required to effectively utilize many types of tools and equipment. Considerable time is spent in maintenance of equipment, apparatus and in routine care of building and grounds. Strenuous physical exertion is usually necessary.
- be required to lift heavy objects and work for prolonged periods in adverse weather conditions.
- perform work in accordance with well-defined procedures and regulations under supervision.
- be required to make critical decisions in emergency situations and have ability to work safely and efficiently in a team or independently.
- be assigned shift work and varying schedules and must demonstrate excellent internal and external customer service delivery, as well as have ability to work under high-stress conditions.

- be expected to positively interact with multi-cultural populations, act in a courteous, respectful, and professional manner.

The following minimum qualifications are required for all applicants;

- State of Oregon paramedic **or** EMT at time of conditional offer of employment.
- NFPA (or equivalent) Firefighter 1.
- NFPA (or equivalent) Hazardous Materials Operations.
- NFPA Driver (NLFR only)
- NFPA Apparatus Operator Equipped with a Pump (NLFR only within 1 year of employment)
- Current BLS CPR Healthcare Provider.
- Skill in reading, comprehending and applying a variety of fire suppression and prevention materials and information.
- Skill in performing a variety of mechanical operations.
- Skill in learning a wide variety of firefighting duties and methods, as well as skill in the use of firefighting equipment within a reasonable work test period.
- Skill in understanding and following oral and written instructions.
- Be 18 years of age or older at the time of conditional offer of employment;
- Have a high school diploma, or equivalent at the time of conditional offer of employment;
- Possess a valid driver's license and an acceptable driving record by time of conditional offer of employment;
- Successfully pass a physical agility test;
 - North Lincoln Fire & Rescue - Approved CPAT **OR** North Lincoln Fire and Rescue Physical Abilities Test;
 - Depoe Bay Fire - Approved IAFF/IAFC CPAT **ONLY**
- Successfully pass the following phases of the Written Exam - NTN Test with the minimum scores:
 - Human Interactions test – Minimum score of 70%
 - Mechanical test- Minimum score of 75%
 - Math test – Minimum score of 75%
 - Reading test – Minimum score of 85%
- Have no criminal conviction that would prevent certification from the Oregon Department of Public Safety Standards and Training (DPSST). Mandatory convictions for denying or revoking certification of a fire service professional can be found at: <https://www.oregon.gov/dpsst/FC/docs/REV-DenialInfoGuide.pdf>
- Be able to meet the State of Oregon EMS licensure requirements. Visit the Oregon Health Authority website for requirements:
https://secure.sos.state.or.us/oard/viewSingleRule.action;JSESSIONID_OARD=Ambj6215cFUuQAacwxwe8aYZAMd6P7gEfEgZqLMFknUXdayb_hF2J!-1969788327?ruleVrsnRsn=250650

THE RECRUITMENT PROCESS

Application:

The application screening process will consist of an evaluation of required application materials, successful completion of the NTN FireTeam written examination, and successful completion of a Candidate Physical Abilities Test (CPAT) or acceptable current PAT. Those meeting the requirements will be invited to continuing the recruitment process. This is not a scored element of the process.

Interview Day #1:

Successful applicants will be notified, and the candidate will be invited to participate in a four-station exam screening process. The candidate will be evaluated in the following areas:

- Problem Solving Skills – 25 Points Possible
- EMS Assessment and Documentation – 25 Points Possible
- Tool Identification and Presentation – 25 Points Possible
- Oral Interview with Autobiography – 25 Points Possible

Interview Day #2:

Candidates passing all steps on day #1, will be invited to continue in the recruitment process. The top scoring candidates will be invited to participate in the final panel interview. The Fire Chief and/or selection panel will interview, select and hire candidates from the final ranked hire list once each candidate:

- Successfully passes the oral interview processes;
- Successfully passes an in-depth background investigation;
- Successfully complete drug screening, and pass a medical and physical examination prior to appointment;
- Possess a minimum of a valid Oregon Paramedic or EMT license by the time of conditional offer of employment.

Upon Hiring:

- Firefighters hired will adhere to their respective hiring agency's job description and probationary requirements.
- Both agencies expect each Firefighter to successfully complete the 12-month probationary process with regular required testing to measure knowledge and proficiency.
- Both agencies expect each firefighter to complete NFPA Driver (or equivalent) and NFPA Apparatus Operator Equipped with a Pump (or equivalent) within nine (9) months of hire.
- Expect each firefighter to remain in good standing with DPSST, OHA, both fire districts, and conduct themselves in a positive image while representing the fire service.
- During the 12-month probationary process, probationary firefighters may be discharged for failure to meet any of the above.

STEP 1: Apply between October 9th and November 6th. Applications must be received at either agency before November 6, 2020 by 5pm. Applications may be submitted online to candidate@depoebayfire.com .

STEP 2: Schedule and complete NTN FireTeam written examination by November 5th, 2020.

The FireTeam written examination will be administered by the National Testing Network (NTN). If you haven't already taken the test, we recommend you schedule 72 hours after applying. The examination process will consist of a video-based multiple-choice written examination. The video based written test will consist of four components:

- Human Interactions test – Minimum score of 70%
- Mechanical test- Minimum score of 75%
- Math test – Minimum score of 75%
- Reading test – Minimum score of 85%

For candidates that have already completed the FireTeam test with the National Testing Network prior to the application open date, you must log in to your account with the National Testing Network and add 'Lincoln County Fire Testing Consortium' to be considered. Deadline to submit scores is November 5th, 2020.

Fee waivers for FireTeam test:

A fee is associated with the FireTeam written examination. Applicants may apply for a waiver for the written examination. Waiver requests are confidential and not shared with interviewers. To qualify for the waiver, you must be:

- Receiving unemployment insurance payments, - or -
- Receiving public assistance (Food Stamps, WIC, SNAP, TANF, or other verifiable public assistance programs). If requesting a waiver, please email candidate@depoebayfire.com. Supporting documentation for a waiver is not required at time of application or test but may be requested at a future date. If approved, a waiver will be assigned to you to apply when registering and scheduling your FireTeam written examination with the National Testing Network. Waiver requests must be made no later than November 1st, 2020 and apply only to this recruitment.

Link to FireTeam test through NTN:

<https://nationaltestingnetwork.com/publicsafetyjobs/>

STEP 3: Successful completion of the Candidate Physical Abilities Test (CPAT) or approved Physical Abilities Test for (NLFR only) DBF requires CPAT to be included on their hiring list.

CPAT exams must have been completed between May 1st, 2019 to November 6th, 2020 to be considered for this recruitment.

If submitting CPAT, only a CPAT licensed by the International Association of Firefighters (IAFF) and the International of Fire Chiefs (IAFC) will be accepted.

For your convenience, the National Testing Network also administers the CPAT, however applicants can take the test from other companies as long as they are licensed by IAFF and IAFC. It will be the applicant's responsibility to ensure that the CPAT they take is from a licensed company. CPAT results from vendors other than NTN must be submitted in the application package.

It is recommended that candidates that who do not already have a valid CPAT certificate wait to take their CPAT until 72 hours after they receive passing results from the FireTeam examination.

Fee waivers for CPAT:

A fee is associated with the CPAT. Applicants may apply for a waiver for the CPAT. Waiver requests are confidential and not shared with interviewers. To qualify for the waiver, you must be:

- Receiving unemployment insurance payments, - or -
- Receiving public assistance (Food Stamps, WIC, SNAP, TANF, or other verifiable public assistance programs). If requesting a waiver, please email candidate@depoebayfire.com. Supporting documentation for a waiver is not required at time of application or test but may be requested at a future date. If approved, a waiver will be assigned to you to apply when registering and scheduling your FireTeam written examination with the National Testing Network. Waiver requests must be made no later than November 1st, 2020 and apply only to this recruitment.

Link to CPAT Test through NTN: https://nationaltestingnetwork.com/publicsafetyjobs/cpat_info.cfm

The top candidates who have successfully passed both the Fire Team written exam and CPAT will receive notification by email that they will be moving forward in the process no later than November 10th, 2020.

Additional Information:

During the testing and hiring process, emails may be routed to your SPAM and/or JUNK mail. We advise that you check all folders.

Candidates on the final hire list who do not have a minimum of a valid Oregon EMT or Paramedic license, by the time of conditional offer of employment, will not be considered for hire, but will remain in list. Candidates must email proof of Oregon EMT or Paramedic licensure to candidate@depoebayfire.com

Veteran's Preference Information:

If you are requesting Veteran's Preference, attach a copy of your DD214 / DD215 and / or Veteran's Administration Letter Stating your disability to your profile, as well as checking the box identifying yourself as a Veteran. You must request Veteran's Preference AND include a copy of your documentation for each recruitment you apply for. Veteran's Preference documentation must be submitted no later than the closing date of this recruitment/

Non-citizen applicants must be authorized to work in the United States at time of application.

No person shall be discriminated against based on race, religion, color, sex, marital status, family status, national origin, age, mental or physical disability, protected veteran status, sexual orientation, gender identity or source of income. Both districts value diversity and encourages everyone who is interested in employment to apply. If you wish to identify yourself as an individual with a disability under the Americans With Disabilities Act of 1990 and will be requesting accommodation, the requests must be made to candidate@depoebayfire.com

The Lincoln County Testing Consortium, Depoe Bay Fire District, and North Lincoln Fire and Rescue follow adopted Civil Service rules.

Application, Waiver, Veteran Questions:

Depoe Bay Fire District

candidate@depoebayfire.com

541-764-2202

Scheduling Physical Abilities Testing for North Lincoln Fire and Rescue (email only):

Doug Strange – Deputy Chief

North Lincoln Fire and Rescue

dstrange@nlfr.org