

NORTH LINCOLN FIRE & RESCUE DISTRICT #1  
2525 NW HIGHWAY 101  
LINCOLN CITY, OREGON 97367  
<http://www.nlfr.org>

Updated: **December 05, 2022**

**Announcing a recruitment for the position of Firefighter/EMT or Paramedic**

**Lateral and Entry Level Positions**

**North Lincoln Fire and Rescue: \$57,352 - \$69,778, plus qualified incentives and FLSA pay  
(Current contract with wage increase under negotiation retroactive to July 2022)**

**Lateral applicants must have at least three (3) years paid full-time experience as a Firefighter  
Incentives for Paramedics and education, plus a generous benefits package. No residency requirement.**

North Lincoln Fire and Rescue has 2 current vacancies These are represented positions within IAFF L-5169  
After initial training, Firefighters will be assigned to work 48/96 schedule (56 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 on shift and may be required to attend  
a county wide Fire Academy 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.

## Job Requirements

The following minimum qualifications are required for all applicants :

- State of Oregon Paramedic or EMT at time of employment.
- NFPA (or equivalent) Firefighter 1.
- NFPA (or equivalent) Hazardous Materials Operations.
- NFPA (or equivalent) Driver
- NFPA Apparatus Operator Equipped with a Pump (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 Oregon driver's license and an acceptable driving record by the time of employment
- Successfully pass an NFPA 1582 Physical
- 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 70%
  - Math test – Minimum score of 70%
  - Reading test – Minimum score of 70%
- 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?ruleVrsnRsn=269865>

## **THE RECRUITMENT PROCESS :**

### **Application:**

The application screening process will consist of an evaluation of required application materials and successful completion of the NTN FireTeam written examination. The NTN test score has a possible 100 points. Qualifying Veterans Preference and other Civil Service preference points will be added to the final test score.

### **Interview Day:**

The top scoring candidates will be invited to participate in a final interview. The Fire Chief and/or selection panel will interview, select, and hire candidates from the final ranked hire list once the candidate:

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

### **Upon Hiring:**

- Firefighters hired will adhere to the job description and probationary requirements.
- Firefighters to successfully complete the 12-month probationary process with regular required testing to measure knowledge and proficiency.
- Firefighters are expected to remain in good standing with DPSST, OHA, the fire District, 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 January 1st and February 28<sup>th</sup>. Applications **must be received** before February 28, 2023, by 5pm. The application may be submitted in person at the NLFAR Administrative Office, 2525 NW Hwy 101 Lincoln City Oregon

Mailed to:  
North Lincoln Fire & Rescue  
PO Box 200  
Lincoln City, OR 97367

Applications may also be submitted online to [info@nlfr.org](mailto:info@nlfr.org). Please put "Application" in the subject line.

**STEP 2:** Schedule and complete NTN FireTeam written examination by February 28th, 2023. 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 70%
- Math test – Minimum score of 70%
- Reading test – Minimum score of 70%

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 "North Lincoln Fire & Rescue" to be considered. Deadline to submit scores is February 28th, 2023.

**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 February 1st, 2023 and apply only to this recruitment.

The top candidates who have successfully passed an application review and the Fire Team written exam will receive notification by email that they will be moving forward in the process no later than March 10 , 2023

**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 employment, will not be considered for hire, but will remain in list. Candidates must email proof of Oregon EMT or Paramedic licensure to info@nlfr.org.

**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. The District values 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 kbond@nlfr.org.

North Lincoln Fire and Rescue follows their adopted Civil Service rules.