





**Eastside Fire & Rescue
invites applications for the position of:
Lateral Firefighter**

2020 STARTING SALARY: \$7,283.62 Monthly / \$87,403.48 Annually
(Upon successful completion of 12-month probationary period, you will advance to top step Firefighter wage. The 2020 annual top step Firefighter wage is \$97,114.98.)

OPENING DATE: 10/23/19

CLOSING DATE: 11/13/19 at 5:00 p.m.

LATERAL FIREFIGHTER:

Eastside Fire & Rescue has an immediate need to hire multiple lateral firefighters.

JOB SUMMARY:

The career firefighter is responsible for providing emergency medical services/basic life support according to King County Emergency Medical Services guidelines, fire suppression, and rescue services. Work may involve environments that are dangerous to life and health. Strenuous physical exertion under stressful conditions may be required during training and emergency scene operations. The work environment includes, but is not limited to, confined spaces, temperature extremes, inclement weather, extreme heights, and exposure to diseases and violent acts. The career firefighter also conducts non-emergency services, to include but not limited to training, pre-incident planning, fire/injury prevention/public education, building inspections, public relations, facility maintenance, apparatus/equipment checks, report writing, and other activities. The position reports and is responsible to an assigned Company Officer. In addition, this position is evaluated and supervised by the same assigned Company Officer.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

- Responding to customer requests.
- Provision of emergency scene services.
- Training/Education (receiving or providing).
- Fire prevention activities (inspections, presentations, etc.)
- Operating Agency equipment and apparatus.
- Maintaining assigned facilities, apparatus, and equipment.
- Creating, reviewing, and/or updating pre-incident, maps, communications, and other operating plans.
- Physical training/conditioning.
- Obtaining/retaining of Agency-required professional certifications.
- Performing at established standard levels.
- Timely and accurate documentation of activities.
- Operating a variety telecommunications tools and computer programs.
- Mentoring other firefighters.
- Compliant with Agency policies, guidelines, rules, and regulations.
- Participates in this position's annual performance evaluation conducted by the Company Officer.
- Other duties as assigned.

KNOWLEDGE, SKILLS, AND ABILITIES:

1. Ability to work in a closely managed, paramilitary management system.
2. Ability to follow verbal and written instructions and comply with safety regulations.
3. Ability to work under hazardous conditions utilizing proper technique and wearing proper equipment.
4. Ability to learn principles of modern fire prevention, suppression, and lifesaving procedures and techniques.
5. Ability to maintain composure and self-control under adverse conditions (i.e., critical injuries and death).
6. Ability to cope with situations firmly, courteously, tactfully, and with respect for the rights of citizens.
7. Ability to establish and maintain effective working relationships with other employees.
8. Ability to meet Agency adopted performance standards.
9. Ability to hold self in readiness at all times to answer calls, accept authority, obey orders of superiors, and accept a strict personal organizational code of conduct and ethics.
10. Ability to attend school, conferences, and training sessions, keeping current in tactics and other information related to the position.
11. Ability to work/operate in small group or team environment to accomplish tasks/assignments.
12. Knowledge of public education methods and skills to create and deliver programs that effectively educate citizens of all ages.
13. Knowledge of building construction and Agency facilities, ability to recognize potential hazards, and skill to develop comprehensive, understandable pre-incident plans.
14. Knowledge of safety regulations and practices applicable to the Agency, including those for incidents involving firefighting, EMS, rescue and hazardous materials.
15. Ability to recognize unsafe work practices and make timely corrections to ensure continued compliance with safety standards.
16. Knowledge and skills to effectively maintain fire stations, grounds, apparatus, and equipment in a condition that ensures maximum operational readiness for service.
17. Ability to accept challenging or unusual assignments and skills to apply education and experience to complete assignment objectives.
18. Knowledge of fire investigation techniques and ability to assist a fire investigator.
19. Must be able to drive Agency vehicles.
20. Must be able to frequently communicate, express one's self, convey, converse, and exchange information with others, either in person, telephone, radio, and computer-generated communication.
21. Understands and adheres to the Agency's policies and procedures.

UNION AFFILIATION:

Applicants hired may choose to become members of Local 2878 of the International Association of Firefighters.

MINIMUM QUALIFICATIONS:

Candidates must meet the following minimum qualifications in order to be eligible to apply for the position of Lateral Firefighter:

- Be at least 21 years of age by hire date.
- Have a high school diploma or GED Certificate.
- Be a Citizen of the United States with the ability to read and write the English language.
- Ability to possess and maintain a valid Washington driver's license within 30 days of the date of hire.
- Have a current National Registry EMT or Washington State EMT at the time of application.
- Must be an active career firefighter with a minimum of 24 consecutive months of full-time structural firefighter work experience as of 2/1/20 or have been laid off as a member in good standing within the past 12 months.
- Possess Firefighter I Certification endorsed by the International Fire Service Accreditation College (IFSAC) or equivalent.
- Possess Hazardous Materials Operations Certification endorsed by the International Fire Service Accreditation College (IFSAC) or equivalent.

PREFERRED JOB EXPERIENCE:

- Possess Firefighter II Certification endorsed by the International Fire Service Accreditation College (IFSAC) or equivalent.
- Completion of Washington State Firefighters JATC
- Washington State EMT certification

All Certifications and Certificates must be submitted by the Application Period close date. Please attach copies of your certifications to your application when submitting.

DO NOT INCLUDE CERTIFICATIONS OTHER THAN THOSE REQUESTED/REQUIRED.

PHYSICAL REQUIREMENTS:

- Must be minimum of twenty-one (21) years of age by hire date.
- Must successfully pass annual fit for duty test and annual SCBA/HEPA mask fit test.
- Must be able to read, utilize a computer (screen, keyboard, etc.), write, and understand various reports, letters, documents, emails, training materials, etc.
- Frequent movement is necessary in a fire station setting, in meetings and/or training, at conferences, etc., for long periods.
- Occasionally ascends/descends stairs and/or ladders; occasionally positions self to reach high/low work spaces; occasionally kneels, stoops, crouches, or crawls.
- Lifting and/or moving up to 50 pounds and occasionally lifting or moving up to 150 pounds.
- Specific vision abilities required by the job include close vision, depth perception and the ability to adjust focus. Corrected vision is permitted.
- Frequently operates a computer and other office productivity machinery such as a calculator, copy machine, and computer printer.

- Frequently works in an indoor or outdoor setting; occasionally required to work for prolonged periods without rest during disasters or in inclement weather.
- Must successfully pass the Agency’s pre-hire background, medical physical, drug screen, and psychological testing.

WORKING CONDITIONS:

The career firefighter is subject to work hours as outlined in the Collective Bargaining Agreement. The career firefighter shall be required to immediately respond to emergencies, work outside in all weather conditions and under adverse conditions. Work includes exposure to hazards inherent with firefighting and rescue operations. May be subject to off-shift call back.

TESTING & SELECTION (*Tentative Timeline*):

10/23/19	Application period opens
11/13/19	Application period closes at 5 p.m.
11/19/19 - 11/20/19	Interviews
11/21/19	Practical Skills Assessment
1/16/20	Hire Date

APPLICATION LOCATION:

Application packets can be obtained online at www.eastsidefire-rescue.org. Completed packets may be submitted to humanresources@esf-r.org, or mailed to:

Eastside Fire & Rescue
 Attn: Human Resources
 175 Newport Way NW
 Issaquah, WA 98027

For questions or additional information, please contact Human Resources at: humanresources@esf-r.org or (425) 313-3249.

Checklist for Lateral Firefighter Application

- Cover Letter (no more than 1 page)
- Resume (demonstrate a minimum of 24 consecutive months of work experience as a professional structural firefighter as of 1/1/2020)
- Completed Eastside Fire & Rescue Employment Application
- Copy of Driver's License
- Copy of High School Diploma or GED Certificate
- Certifications (required):
 - Current National Registry or Washington State EMT
 - Hazardous Material Operations Certification (IFSAC or equivalent)
 - Firefighter I (IFSAC or equivalent)
- Certifications (optional):
 - Firefighter II (IFSAC or equivalent)
 - Washington State JATC (proof of completion)

DO NOT INCLUDE DOCUMENTATION OR CERTIFICATIONS OTHER THAN THOSE LISTED ABOVE

EMPLOYMENT APPLICATION

Please return to:
Eastside Fire & Rescue
 Human Resources Division
 175 Newport Way NW
 Issaquah, WA 98027
 PHONE: 425-313-3249
 FAX: 425-313-3253



Date Stamp Received

Eastside Fire & Rescue is an equal opportunity employer. Qualified applicants receive consideration for employment without discrimination because of race, color, religion, creed, sex, sexual orientation, national origin, ancestry, age, disability, marital status, honorably discharged veteran or military status, genetic information, or any other legally protected classification.

If you need any form of accommodation to participate in the application or testing process, please provide reasonable notice to Human Resources at 425-313-3249.

POSITION: LATERAL FIREFIGHTER	TODAY'S DATE
FULL NAME REQUIRED	How did you hear about the position?
LAST NAME: _____ FIRST: _____ MIDDLE: _____	EF&R Public Site _____ AWC Site _____
PREFERRED NAME: _____	Daily Dispatch _____ Newspaper _____
Other _____	
MAILING ADDRESS: _____ STREET ADDRESS: _____	
CITY/STATE/ZIP: _____ HOME TELEPHONE: _____	
EMAIL ADDRESS: _____ CELL PHONE: _____	
VALID WA STATE DRIVER'S LICENSE? <input type="checkbox"/> Yes <input type="checkbox"/> No If other State, which? _____	
(A valid driver's license is required) Driver's License Number: _____	
SPECIAL ENDORSEMENTS/LICENSES: _____	
Applicants must be at least 21 years of age as of hire date. Are you at least 21 years of age? <input type="checkbox"/> Yes <input type="checkbox"/> No	

TRAINING AND EDUCATION

Circle highest grade completed in school: 9 10 11 12 College: 1 2 3 4 Graduate School: 1 2 3 4		
COLLEGES / OTHER TRAINING	Location	Subject/Major
		Degree/Certificate

WORK HISTORY: This section must be complete for your application to be considered. Begin with your present or most recent employment and include periods of self-employment and U.S. military service. Attach extra pages if necessary, in order to list your work experience for the last 10 years.

EMPLOYER'S NAME:		POSITION:
CITY AND STATE:		
FROM (MO/YR):	TO (MO/YR):	HOURS WORKED PER WEEK:
SUPERVISOR:		SUPERVISOR'S PHONE NUMBER:
May we contact this supervisor for a reference?		Number of employees supervised by you:
<input type="checkbox"/> Yes <input type="checkbox"/> No		
PRIMARY DUTIES:		
REASON FOR LEAVING:		

EMPLOYER'S NAME:		POSITION:
CITY AND STATE:		
FROM (MO/YR):	TO (MO/YR):	HOURS WORKED PER WEEK:
SUPERVISOR:		SUPERVISOR'S PHONE NUMBER:
May we contact this supervisor for a reference?		Number of employees supervised by you:
<input type="checkbox"/> Yes <input type="checkbox"/> No		
PRIMARY DUTIES:		
REASON FOR LEAVING:		

EMPLOYER'S NAME:		POSITION:
CITY AND STATE:		
FROM (MO/YR):	TO (MO/YR):	HOURS WORKED PER WEEK:
SUPERVISOR:		SUPERVISOR'S PHONE NUMBER:
May we contact this supervisor for a reference?		Number of employees supervised by you:
<input type="checkbox"/> Yes <input type="checkbox"/> No		
PRIMARY DUTIES:		
REASON FOR LEAVING:		

REFERENCES (Please list people and/or supervisors who can evaluate your work performance.)

NAME	WORK RELATIONSHIP TO YOU	PHONE

This section left blank intentionally.

Veterans' Scoring Criteria:

Per RCW 41.04.010, veterans' scoring criteria may be claimed upon release from active military service or upon receipt of separation orders indicating an honorable discharge, issued by the respective military department.

AGREEMENT, CERTIFICATION, AND AUTHORIZATION

I hereby certify, under penalty of perjury in the State of Washington, that this application contains no willful misrepresentation and the information given is true and complete to the best of my knowledge and belief. I understand that knowingly providing false information on this application will be grounds for elimination from further consideration, or, if employed, for dismissal at any time. _____(Initial Here)

I authorize Eastside Fire & Rescue to solicit information regarding my character, general reputation, credit, previous employment and similar background information, and to contact any and all references I have given on my application under the provisions found in RCW 4.24.730. I hereby release all parties and persons connected with any such request for information from all claims, liabilities, and damages for any reason arising out of the furnishing of such information. If employed, I release Eastside Fire & Rescue from any and all liability arising out of disclosure or failure to disclose information regarding me and my work history in response to a reference check. _____(Initial Here)

In connection with my application for employment, Eastside Fire & Rescue may obtain a consumer report from a consumer reporting agency and may use that consumer report for employment purposes. Under federal law, a "consumer report" includes "any written, oral, or other communication of any information by a consumer reporting agency bearing on a consumer' credit worthiness, credit standing, credit capacity, character, general reputation, personal characteristics, or mode of living which is used or expected to be used or collected in whole or in part for the purpose of serving as a fact or in establishing the consumer's eligibility for...employment purposes..." 15 U.S.C. §1681 a(d). The term "employment purposes," when used in connection with a consumer report, means "a report used for the purpose of evaluating a consumer for employment, promotion, reassignment or retention as an employee." 15 U.S.C. §1681 a (f). Before any adverse action is taken, based in whole or in part on the information contained in the consumer report, I will be provided a copy of the report, the name, address and telephone number of the reporting agency, and a summary of my rights under the Fair Credit Reporting Act. By initialing here, I hereby authorize Eastside Fire & Rescue to procure a consumer report to be used for employment purposes. _____(Initial Here)

In connection with my application for employment, Eastside Fire & Rescue may obtain a credit report (job-related positions only) and may use that credit report for employment purposes. Before any adverse action is taken, based in whole or in part on the information contained in the credit report, I will be provided a copy of the report, the name, address and telephone number of the reporting agency, and an opportunity to respond. By initialing here, I hereby authorize Eastside Fire & Rescue to procure a credit report to be used for employment purposes _____(Initial Here)

In the event of employment, I will be required to abide by all Eastside Fire & Rescue policies, rules & regulations. I understand this application is not intended to be a contract for employment and that Eastside Fire & Rescue reserves the right to make changes in conditions and benefits of employment. I further agree if Eastside Fire & Rescue advances any paid leave before it has been accrued or advances any money during the course of my employment, Eastside Fire & Rescue is authorized to deduct from my wages sufficient funds to repay such advances. _____(Initial Here)

I agree if I lose, damage, or fail to return any Eastside Fire & Rescue property at the time of my separation of employment, Eastside Fire & Rescue is authorized to deduct from my final paycheck the cost of such property. _____(Initial Here)

I certify I am not engaged in any outside activity or business that could be considered in conflict with Eastside Fire & Rescue's interest, nor will I become engaged in such activity or business if employed. _____(Initial Here)

Interviews are given on a competitive basis, using job-related factors, after a written application has been received and reviewed. Because of the large number of applications received, not everyone who applies for a vacant position will be interviewed and/or tested. Additionally, I give permission for Eastside Fire & Rescue to contact references, and request information related to educational background, employment history, and special licenses or training. _____(Initial Here)

I understand that, if selected, I will be required to provide proof of my identity and my legal right to work in the United States prior to actual employment with Eastside Fire & Rescue. _____(Initial Here)

I consent to drug testing as may be requested by Eastside Fire & Rescue's representatives. _____(Initial Here)

I acknowledge Eastside Fire & Rescue is an equal opportunity employer. _____(Initial Here)

SIGNATURE OF APPLICANT (REQUIRED)

DATE