



**FREDERICK COUNTY LOCAL GOVERNMENT
invites applications for the position of:**

Firefighter/EMT

SALARY: \$39,638.00 - \$56,010.00 Annually

OPENING DATE: 11/02/20

CLOSING DATE: 11/25/20 05:00 PM

DESCRIPTION:

The County of Frederick, VA is currently seeking entry level Firefighters/EMT as well as certified, experienced Fire & Rescue Technicians and Specialists.

The Firefighter/EMT, F&R Technician and F&R Specialist are members of the Fire and Rescue Department. They perform difficult protective service work in fire suppression, emergency medical services, hazardous materials mitigation, and other related work as required. Supervised and unsupervised work is often performed under emergency conditions and frequently involves considerable personal hazards.

All information submitted in an application is subject to in depth review by Hiring Managers, Panel Members and Polygraph Examiners. Please include all requested information or the package provided may be considered incomplete and rejected.

For more information regarding the hiring process, please visit us [here](#).

EXAMPLES OF DUTIES:

The requirements for this position include, but are not limited to, those outlined below. All job qualifications and physical requirements are subject to possible modification to reasonably accommodate individuals with disabilities to enable them to perform the essential functions of the job. This document does not create an employment contract, implied or otherwise. It is the employer's discretion to add or change the duties or requirements of this position at any time.

To perform the job successfully, an individual must be able to perform each essential duty satisfactorily and maintain a satisfactory attendance.

- Be punctual in reporting for work and prepared to work at the beginning of each shift for duty;
- Respond to emergency incidents and performed duties as assigned;
- Assists in the mitigation of emergency incidents including extinguishing of fires, providing emergency care for the sick and injured, and control of hazardous materials;
- Performs related life safety and property protection activities;
- Inspects, cleans, and maintains fire and rescue apparatus and related equipment;
- Inspects, maintains, and cleans assigned fire stations and grounds;
- Drives and operates emergency response apparatus;
- Completes reports and documentation as required by Department SOPs;
- Attends/completes training as assigned by his/her supervisor and the Training Division;
- Communicates with co-workers, volunteer fire and rescue personnel, and the public;
- Reads and comprehends complex material;
- Participates in annual inspection of commercial and other designated properties;
- Creates and updates preplans of assigned properties.

TYPICAL QUALIFICATIONS:

Requirements:

Education:

High School Diploma/GED and a valid and appropriate Driver's License. Firefighter/EMTs must be at least eighteen (18) years of age at the time of application.

Certifications (preferred, but not required at time of hire):

- Virginia / IFSAC or ProBoard Firefighter I
- Virginia Hazardous Materials Operations
- Virginia Emergency Vehicle Operator
- Virginia / National Registry Emergency Medical Technician or higher
 - ***NOTE***- Personnel certified at the AEMT, Intermediate or Paramedic levels are eligible for ALS Incentive Pay if all requirements listed in the Professional Development Program are met.
- They must meet NIMS ICS 100 and 200 certification requirements.

All certifications must be available and recognized by the Commonwealth of Virginia.

Knowledge/Skills: Firefighter/EMTs shall have the ability to read and comprehend written documents including, but not limited to, technical reports, textbooks, policies, and regulations. He/she shall be able to communicate effectively both verbally and in writing. He/she shall be proficient in the principles and practices of emergency medical services (EMS), rescue, fire prevention, fire suppression, and mitigation of hazardous materials incidents (Operations level). He/she shall be familiar with the operation of fire and rescue equipment utilized by the department.

The Firefighter/EMT shall have the ability to utilize formal knowledge, personal experience, and decision making techniques to initiate an action plan to mitigate an emergency incident. He/she shall have the ability to remain calm under stressful situations and perform rationally.

The Firefighter/EMT shall be competent in the operation of fire apparatus in his/her assigned station including inspection and basic maintenance of the apparatus.

The Firefighter/EMT shall understand and comply with rules and policies of the Department and Frederick County. Equipment essential to do the job: Fire, Rescue and Hazardous Materials Apparatus (Pumpers, Aerial Devices, Specialized Apparatus, EMS Vehicles) Ladders, Fire Hoses, Nozzles, Defibrillators, SCBA, PPE, Compressors, Power Equipment, Computers and various communications and office equipment.

SUPPLEMENTAL INFORMATION:**Physical and Mental Demands:**

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of the job.

Requires considerable physical effort working continuously with average and frequently with heavy weights. Performs long periods of physical exertion including, but not limited to, climbing, balancing, flexing, stooping, kneeling, crouching, walking, running, jumping, crawling, lifting, pushing, and hoisting. Includes performing work on uneven and potentially slippery surfaces and with varying degrees of light. Operates under stressful conditions.

Work is performed in various environmental conditions including work inside and outside and in very cold to extremely hot conditions.

Automatic Disqualifiers:*Criminal History:*

1. Any conviction or plea of guilty or no contest to a felony or any offense that would be a felony if committed in the Commonwealth of Virginia.
2. Any conviction or plea of guilty or no contest to any misdemeanor involving moral turpitude including but not limited to petit larceny under Section 18.2-96 of the Code of Virginia or any offense involving moral turpitude that would be a misdemeanor if committed in the Commonwealth of Virginia. Crimes of moral turpitude include but limited to: fraud, all theft offenses and perjury.
3. Any conviction or plea of guilty or no contest to any misdemeanor sex offense in the Commonwealth of Virginia, another state, or the United States, including but not limited to sexual battery under Section 18.2-67.4 of the Code Of Virginia or consensual sexual intercourse with a minor 15 or older under clause (ii) of Section 18.2-371 of the Code of Virginia, or domestic assault under Section 18.2-

57.2 of the Code of Virginia or any offense that would be domestic assault under the laws of another state or the United States.

4. Any conviction that requires the registration in the Virginia Sex Offender Registry.
5. Adult commission of undetected crimes of a serious or repetitive nature.

Traffic Violations:

1. A conviction of Driving Under the Influence of drugs or alcohol in the applicant's lifetime. Any conviction of refusal to take blood or breath test, eluding police, racing, or leaving the scene of an accident within the last 5 years.
2. Active revocation or suspension of driving privileges in any state or driver's license suspended or revoked in the previous three years.
3. A conviction in the previous three years of failure to stop after an accident (hit and run), operating a vehicle with a suspended or revoked driver's license, participating in a speed contest or drag racing, fleeing or eluding a law enforcement officer, reckless driving or driving to endanger or violation of state regulations on implied consent.
4. Involvement in two or more avoidable (at fault) motor vehicle accidents during the previous three years.

Drugs:

1. Sale or distribution of illegal drugs of any kind.
2. Any use of cocaine or heroin, or any other controlled substance listed in Schedule I or Schedule II of Title 54.1 of the Code of Virginia in the past five (5) years, or the use of any controlled substance listed in Schedule I or II more than once in the applicant's lifetime.
3. Any illegal use of any controlled substance listed in Schedule I or Schedule II of Title 54.1 of the Code of Virginia in the past five (5) years or the illegal use of any controlled substance listed in Schedule I or II more than twice in the past ten years. The use of any hallucinogenic substance, such as LSD, PCP, or Psilocybin at any time in the applicant's life.
4. Illegal use or possession of anabolic steroids within the last three (3) years.
5. Illegal use or possession of marijuana or a derivative thereof within the previous twelve (12) months at time of application.

Illegal drug is defined as set forth in the Federal Controlled Substance Act, 21 U.S.C. §800 et al. and by the Code of Virginia.

Others:

1. Past or current gang affiliation.
2. Dishonorable discharge from any military service.
3. Untruthfulness and/or the intentional withholding of information on any application, interview, or paperwork associated with the position. Examples of intentional withholding of information would include deliberate inaccuracies or incomplete statements.
4. Intentional failure to follow the directions outlined in the testing process or relying on others to complete any portion of the testing process.

Note:

This is not intended to be an exhaustive listing of background disqualifiers. Applicants who are successful in the initial testing will undergo a thorough background investigation, including polygraph examination. Areas of concern will be evaluated on a case-by-case basis within the context of the full investigation/review. Examples of areas of concern may include, but are not limited to, the following:

- Reduction of charges as a result of a plea agreement or other form of sentencing disposition prior to a conviction in any of the aforementioned criminal and driving history categories.
- Crimes committed as a juvenile, including undetected crime.
- Patterns of reckless and/or irresponsible driving.
- Multiple convictions of driving under the influence.
- Illegal drug use or possession that does not fall within the parameters defined above, including the use or possession of prescription drugs without a proper prescription.
- Less than honorable military discharge, erratic work record, or unfavorable employment references.
- Pending litigation or prosecution for criminal offenses must be resolved prior to consideration for employment.

Some minor offenses are classified as Class 1 misdemeanors (e.g. littering) but would not result in automatic disqualification. Convictions of this nature would be evaluated on a case-by-case basis in the context of the full investigation/review.

All positions are subject to a criminal background check for any convictions that relate to the job duties and responsibilities.

The County's EEO Utilization Report has been available at www.fcva.us/jobs.

APPLICATIONS MAY BE FILED ONLINE AT:
<http://www.fcva.us/jobs>

Position #35051001
FIREFIGHTER/EMT
EK

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