



FIREFIGHTER/EMT

Are you an EMT looking for a new challenge or to take the next step in your career? The Town of Concord is seeking candidates with technical/mechanical aptitude, problem solving, and critical thinking skills to join our exceptional public safety team as Firefighters/EMTs. This recruitment is intended to fill an existing vacancy and another vacancy expected later this year. Massachusetts EMT certification required (Paramedic preferred). The base salary range for this position is **\$73,514 – \$80,545** per year plus holiday pay. Incentives available on employment start date for college education and Pro-Board certifications. Paid leave provided, including 24-hours vacation leave available on employment start date, in addition to first year vacation accrual.

We value diversity and welcome candidates from all backgrounds to apply, particularly those who may not have previously considered a career in the Fire Service. **Applications accepted until position(s) are filled.** The Town reserves the right to modify the application period. Applications will be reviewed as they are received, and the most highly qualified candidates will be invited to participate in one or more assessments and interviews. Specific details regarding assessments will be communicated to candidates as the process proceeds.

As conditions of employment:

- Successful candidates must be, and remain, a non-smoker as required by Massachusetts law.
- Successful candidates must obtain certification as Firefighter I and II through the Massachusetts Fire Academy full-time recruit academy as set forth by the Massachusetts Fire Training Council or equivalent full-time academy as determined by the Town of Concord prior to completion of their probationary period.
- Successful candidates must be a certified EMT-P or successfully complete a paramedic program when assigned to attend that training by the department.

Appointment as a Firefighter will be contingent upon the satisfactory results of several pre-placement conditions including:

- Thorough background investigation, including motor vehicle and credit history records check.
- Pre-employment physical examination, drug screening test and psychological screening.
- Physical Abilities Test (PAT) administered by the Massachusetts Human Resource Division.
- A swim test that includes continuous swimming with and without a PFD, a dive to retrieve an object from a depth of at least nine feet, and treading water using legs only.

Costs for these pre-placement requirements will be borne by the Town.

The Town of Concord, MA is an EEO Employer. Individuals who need accommodation to participate in this process should contact the Concord Human Resources Department.

ESSENTIAL FUNCTIONS:

External and internal applicants, as well as position incumbents who are or become disabled as defined under the Americans with Disabilities Act, must be able to perform the essential job functions (as listed) either unaided or with the assistance of a reasonable accommodation to be determined by management on a case-by-case basis.

Firefighter/EMTs must perform a wide range of fire and life protection responsibilities necessary for the safety of the community. These include, but are not limited to the following:

- Perform rescue and life-saving functions such as searching out and removing victims.
- Provide advanced and basic life support.

- Protect life and property against fire by responding to alarms, driving and operating fire apparatus, using ropes, ladders and extinguishers, applying water streams from hoses, effecting ventilation, salvaging and overhauling, and preserving evidence of causes of fire.
- Maintain fire and EMS equipment, station, and grounds; train and drill on procedures and techniques; perform fire prevention inspections and fire prevention activities as required.
- Perform all other essential functions of a firefighter as described in NFPA 1001: Standard for Fire Fighter Professional Qualifications, and functions described in the Massachusetts Statewide OEMS Protocol.

EDUCATION & EXPERIENCE REQUIREMENTS:

- Physical condition necessary to pass a medical exam that is conducted in accordance with [the Commonwealth of Massachusetts Human Resources Division Physician's Guide Initial-Hire Medical Standards](#), as well as a physical strength and agility test.
- Certification as a Massachusetts "Emergency Medical Technician – Basic" (minimum requirement).
- Certification as a Massachusetts "Emergency Medical Technician – Paramedic" (preferred).
- Eighteen (18) years of age or older at the time of application.
- High School diploma or equivalency.
- Possession of a valid driver's license and a safe driving record.
- Non-smoker.
- NFPA Standard 1001, Firefighter I and II Certification preferred.

KNOWLEDGE, SKILLS & ABILITIES:

- Good reading comprehension and writing skills: ability to prepare and read reports regarding different occurrences.
- Good verbal communication skills: ability to interact with coworkers, supervisors, and the public in an effective and unbiased manner.
- Good judgement, problem solving, and critical thinking skills.
- Good mechanical aptitude to learn technical knowledge and skills.
- Ability to function effectively in dangerous situations where personal safety may be in jeopardy and where conditions are stressful.
- Ability to use physical force to perform property and life-saving functions.
- Ability to operate equipment necessary for firefighting and rescue.
- Ability to work for long hours during any part of a 24-hour day, including weekends and holidays.
- Ability to be flexible in response to changes, anticipated or not, in work assignments and related tasks.

The above statements are intended to describe the general nature and level of work being performed by people assigned to do this job. The above is not intended to be an exhaustive list of all responsibilities and duties required. The omission of specific statements of duties does not exclude them from the position if the work is similar, related, or a logical assignment to the position.

This job description does not constitute an employment agreement between the employer and employee, and is subject to change by the employer, as the needs of the employer and requirements of the job change.