



TOWN OF CARY
invites applications for the position of:
FIREFIGHTER I/II

An Equal Opportunity Employer

SALARY: \$23.08 - \$36.08 Hourly
\$48,000.00 - \$75,046.00 Annually

OPENING DATE: 04/14/22

CLOSING DATE: 05/08/22 11:59 PM

DESCRIPTION:



ANNUAL STARTING SALARY

Firefighter I: **\$48,000**
Firefighter II: **\$50,400**

ANNUAL SALARY RANGE

Firefighter I: \$48,000- \$71,468.80
Firefighter II: \$50,400- \$75,046.40

ANTICIPATED HIRE DATE BEFORE AUGUST

*****\$2,000 Signing Bonus For All Newly Hired Firefighters!!!*****

No Experience? No Problem!
Have Experience? Great!

Are you interested in making a difference in your community? Do you have a passion for helping people? Do you enjoy teamwork, collaboration, and physical fitness? Or maybe it's just time for a change in career to one of the most satisfying professions in America... **FIREFIGHTER**.

Cary is currently looking for inspired, committed, and dedicated individuals to join the Cary Fire Department. No firefighting experience is necessary to apply for our **Firefighter I** position... only a strong character, positive attitude, and willingness to learn. Do you already have NC Firefighter certifications? Awesome! We want you too! Cary is also recruiting certified firefighters that will add to, strengthen, and complement our team as **Firefighter II's**!

Either way, apply now and join THE premier fire department in the state!

What to expect as a member of the Cary Fire Department:

- The most competitive pay in the area as well as a career ladder promotion program with several levels of advancement possibilities
- Comprehensive benefits package for all stages of your life
- Ownership in an organization that is committed to excellence, high-quality service delivery and people first
- Commitment to making all things better through experimenting in an effort to learn, fail, and grow
- Opportunity to lead from where you are and leadership development
- Collaboration and problem-solving in a team environment

What to expect if hired as a Firefighter I:

As a Firefighter I, you will be enrolled in the Cary Fire Department's In-house Fire Academy, lasting approximately 30 weeks, where you will take part in a challenging academic and physical fitness program that will culminate in your certification across multiple disciplines in public service. You will be required to attend and successfully complete all academy classes and trainings to include those necessary to become a certified North Carolina Emergency Medical Technician (EMT) and adhere to all standards and policies. During the academy, you will:

- Participate in intense physical training and learn physically demanding skills each day
- Engage in challenging academic programs required to pass state exams
- Receive multiple certifications (ex. EMT, Firefighter, Haz-mat)
- Develop basic firefighter skills like pulling hose-lines, raising ladders, tying knots, rescue, ventilation, forcible entry, salvage, and water supply
- Demonstrate your firefighter knowledge about fire behavior, firefighting tactics, fire prevention, incident command, building construction and emergency medicine

What to expect if hired as a Firefighter II:

All newly hired Firefighter II's will go through an orientation and skill assessment program. If additional training or certification is required, appropriate training will be provided to ensure new employees meet and feel comfortable with Cary FD standards. This training will last as long as necessary, and you will be required to attend and successfully complete all classes and trainings and adhere to all standards and policies deemed appropriate as part of your assessment. During your training and assessment, you will work to be able to:

- Perform firefighter skills at a proficient level
- Perform EMT skills at a proficient level
- Perform intense physical fitness training and achievement of goals

Upon completion of the academy and the Firefighter I's State Exam, or completion of training for Firefighter II's, you will be assigned to rotating shifts at one of 9 fire stations that provide fire suppression, emergency medical, technical urban rescue, fire prevention, fire investigation, and public education services to the 60+ square-miles that are the Cary town limits.

TYPICAL TASKS:

- Responds to alarms and participates in the suppression of fires, including rescue, forcible entry, ventilation, salvage, and overhaul work and first response emergency situations;
- Responds to basic life support calls as an EMT;
- Administers defibrillation as needed;
- Provides other emergency medical procedures consistent with Wake County protocols;
- Provides assistance to other emergency medical personnel;
- Performs basic rescue functions in vehicle extrication, collapsed structures, trench, confined spaces, high level, and swift water;
- Works with the Police Department in performing missing person searches;
- Responds to hazardous materials calls including weapons of mass destruction, radiological emergencies, and drug labs;
- Assists in maintaining fire apparatus and equipment, cleans fire station and grounds; checks readiness of equipment;
- May also have responsibility for checking and maintaining specialty rescue equipment;
- Plans work assignments and procedures;
- Prepares risk assessments for multi-family, residential, commercial, and public buildings;
- Participates in continuing training and instruction program by individual study of technical material and attendance at scheduled drills and practices;
- Gives educational talks and demonstrations to groups of children and adults;
- Gives firehouse tours to visitors and assists with educational programs throughout the year;
- Participates in mandatory physical fitness training;
- Assists in residential fire safety checks;
- Performs other job-related tasks as required

KNOWLEDGE, SKILLS AND ABILITIES:

Knowledge of basic firefighting principles, techniques and procedures; Knowledge of the practices of life support skills as an EMT; Knowledge of town layout including street names; Knowledge of the operation of fire equipment; Knowledge of the occupational hazards of the work and of necessary safety precautions; Ability to develop proficiency in emergency medical techniques and procedures; Ability to learn fire prevention and pre-planning strategies and techniques; Ability to understand and follow oral and written instructions; Ability to establish and maintain cooperative relationships with fellow employees and the public; Ability to keep simple records and prepare reports; Ability to use computers in automated information processing; Possession of mechanical aptitude.

PHYSICAL REQUIREMENTS OF A FIREFIGHTER I OR II

All applicants who meet the minimum requirements set forth must successfully pass a Physical Agility

Test (PAT) in order to be hired. A practice PAT will be scheduled for interested persons. You will be notified of these tests via email once we receive your application and dates are set for the practice test. **To participate in the PAT or the practice PAT you must download and sign [a waiver of liability and acknowledgement of risk prior to the event](#) and attach it to your application.** Failure to attach the waiver to the application will result in an incomplete submission and your application will not be considered.

Firefighters must have the agility and physical strength to do prolonged and arduous work under adverse conditions. This includes, but is not limited to, the ability to walk and move about without assistance, lift, and carry heavy objects, climb, stoop, pull, push, reach, and perform all other physical activities normally encountered in fire suppression work like maintain position on items (e.g., charged hoses) up to 90 pounds, push objects up to 25 pounds, pull objects from 25 to 50 pounds, and lift or pull victims. Firefighters must be able to smell, talk, hear and see.

MINIMUM AND PREFERRED QUALIFICATIONS:

Firefighter I:

- A high school diploma or equivalent and be at least 18 years of age (at time of employment) is required
- A valid, active driver's license with a good driving record is required
- Experience in public safety is preferred

Firefighter II:

- A high school diploma or equivalent and be at least 18 years of age (at time of employment) is required
- A valid, active driver's license with a good driving record is required
- Two years of full-time paid firefighter experience
- NC Fire Fighter I & II (2013 Edition) or NC Firefighter (2019 Edition)
- NC EMT-Basic or National Registry EMT
- NC Hazardous Materials Level I Operations
- ICS 100, 200
- NIMS 700, 800 Incident Command
- Technical Rescuer

THE FOLLOWING CONDITIONS OF APPLICATION AND EMPLOYMENT MUST BE MET IN ORDER FOR YOUR APPLICATION TO BE ACCEPTED AND FOR YOU TO BE HIRED:

- You must include a valid email address on your application and check it regularly to ensure that a spam blocker does not prevent you from receiving important information. All communication with candidates will be through the email address provided on your application.
- You must indicate type of offense(s) **AND** date(s) you were convicted (if applicable) if answering YES to question about felony convictions.
- You must fill out your application according to the directions on the application. Incomplete applications will not be accepted.
- You must complete a medical exam in accordance with NFPA 1582 (if job is offered), drug testing and background check (which may include criminal history check, motor vehicle records check, education verification and credit history review) and satisfactory reference checks prior to employment.

Please direct any questions regarding this recruitment to Seth Parker, Talent and Culture Consultant, at (919) 462-3993 or email Seth.Parker@townofcary.org.

[Cary FD Recruitment Website](#)

[Cary Benefits Information](#)

[Certification Reciprocity Information](#)