



LAKE COUNTRY FIRE & RESCUE

115 Main Street, Delafield, WI 53018

Job Posting – Firefighter/EMT/Paramedic/Inspector

*****This process will establish a new hiring list to fill upcoming vacancies and new positions starting in early 2024. Those on previous lists need to reapply for consideration. Please read the application requirements below*****

2024 Wages: Firefighter/Paramedic \$60,560-\$83,786
Firefighter/EMT wages will be announced soon.
Lateral placement for wage and vacation dependent on skills and experience

Posting Date: December 6th, 2023

Application Forms: Online- <http://www.lakecountryfire.com/fulltimeprocess>

Application Delivery: Via E-mail only - hr@lakecountryfire.com
NO IN-PERSON APPLICATIONS WILL BE ACCEPTED

Applications Due: January 8th 2024 4:00PM

All applications and required documents must be received via email by the date and time listed. Late submissions will not be accepted, and confirmation of receipt will be made by e-mail for your records.

Application Requirements:

Copies of the following **MUST** be submitted with your application. You are encouraged to use this checklist as failure to submit any of these documents may result in a candidate's removal from the hiring process.

- Application
 - Do not use any other application other than the above directed link
 - Do not handwrite applications
- Cover letter
- Resume
- WI State Firefighter I Certification required at time of hire. Firefighter II required within one year.
- Current CPAT (within 1 year) required at time of hire
- WI State EMT or Paramedic License (or current placement in class)
- Supporting documents/certificates/diplomas for all Certifications and Education listed on resume/application

*****Combine all required documents including your application into one PDF for submission*****

*****Save and submit PDF with the format of: "2024 Last name, First name LCFR FF EMT Paramedic"*****

Process Overview and Timeline:

January 8th 2024
Completed applications and related documents due

Week of January 15th 2024
Review of eligible applications by hiring panel

Last two weeks of January 2024
Oral interview & Assessment Centers

Early February 2024
Chiefs Interview
Candidates notified of process results

Late February 2024
Fire/EMS Academy

Required Education, Licenses, and Certifications:

- High School Diploma or recognized equivalent
- Valid WI Driver's License (or able to obtain from other state)
- WI Firefighter I Certification (or IFSAC/ProBoard Equivalent from another state)
- WI Firefighter II Certification within 1 year of appointment
- WI EMT or Paramedic License by date of appointment
- WI Critical Care Endorsement required within 1 year of appointment
- WI Driver Operator Pumper Certification within 1 year of appointment
- WI Fire Inspector Certification within 1 year of appointment
- WI Driver Operator Aerial Certification within 2 years of appointment
- National Incident Management System Level 100, 200, 300 Certification

Additional Preferred Qualifications:

- Applicable Experience as a Firefighter/EMT/Paramedic
- Certified Emergency Services Instructor
- Wisconsin State Fire Inspector Certification
- College degree in applicable field

Position Expectations

- Candidates must be of good moral character and integrity.
- Candidates who are extended conditional offers of employment must:
 - Agree to an in-depth criminal & caregiver background investigation which may reveal criminal conviction records, emotional problems, and/or illegal drug usage.
 - Pass a medical physical and psychological test.

Failure to complete these certifications may be reason for termination or extension of your probationary time.

Lake Country Fire Rescue

Job Description

Firefighter/EMT/Paramedic/Inspector

Position Description

Under direct supervision of the command staff, the Firefighter/EMT/Paramedic/ Inspector provides many services and acts as a representative of the City of Delafield, Villages of Chenequa, Nashotah, Oconomowoc Lake & Wales as well as the Town of Delafield and Genesee.

Reports To

The Firefighter/EMT/Paramedic reports to LCFR's Lieutenants, Captains, Deputy Chiefs, Assistant Chiefs, and the Fire Chief.

Nature of Work

This job description is intended as an illustration of the various types of work performed at this rank. The absence of specific statements of duties does not exclude those tasks from the position if the work is similar, related, a logical assignment of the position, or of an imminent nature.

The Firefighter/Paramedic is expected to meet the job description requirements and perform all the duties of subordinate classifications within the fire department. At the time of a promotion to Firefighter/Paramedic, the Fire Chief will make his recommendation and the Fire Commission will approve or disapprove the Fire Chief's recommendation.

Essential Functions- Job Summary

The Firefighter/EMT/Paramedic performs a wide variety of firefighting and related duties, including but not limited to, preparation of required reports and records, ensuring compliance with apparatus and equipment maintenance policies, & performing firefighting and rescue operations.

Essential Functions- Major Duties and Responsibilities

- Responds to fire and emergency alarms, advise driver/operators about routes to emergency scenes, evaluate emergencies and establish incident command and direct initial operations unless a superior officer is present.
- Assume the role of incident commander when necessary for efficient and safe emergency scene operations.
- Conduct fire prevention inspections within the response area per the Department of Commerce Rules and Regulations.
- Maintain all inspection records and databases pertaining to fire prevention inspections and their respectable occupancies.
- Participate in fire and EMS public education activities and programs.
- Inspect apparatus, equipment, grounds, and station to ensure proper order and condition.
- Prepare records and reports of company responses to fire and other emergencies, personnel actions, and other such information as may be required.
- Maintain discipline and adherence to the policies and procedures of the Standard Operating Guidelines of the department.
- Participate in incident critiques after significant emergencies for the purpose of improving crew and department proficiency.

Essential Functions- Major Duties and Responsibilities (*continued*)

- Assist in the development and maintenance of target hazard pre-plans.
- Assist in training of subordinates during company drills, using lecture, practical performances and demonstrations.
- Assume and carry out staff responsibilities as assigned by a higher-ranking officer should they not be on scene.
- Act as superior level officer of the department when required.

Physical Demands of the Position

These physical demands are representative of demands that must be met by an employee to successfully perform the essential functions of the job. Reasonable accommodations may be made to enable persons with disabilities to perform essential functions.

- Standing, walking, and sitting
- Stooping, kneeling, crouching, and crawling.
- Running, swimming, climbing, balancing, bending, and twisting.
- Reaching, feeling, talking, and hearing.
- Far and near vision as follows: 20/40 in one eye and 20/20 in the other eye, either uncorrected, or 20/20 in one eye and 20/40 in the other eye, both corrected. This applies to new employees.
- Lifting, carrying, pushing, or pulling: 100lbs or more.
- Handling, grasping, and fingering: performing CPR, utilizing patient lifting devices, patient bandaging, etc.

Physical Ability Requirements

Representative physical abilities are required, but not limited to:

- Stamina – vent a roof, pull charged hose line, strip roof w/tools, climb stairs w/equipment, carry hose up multiple flights of stairs.
- Extent flexibility – roll/pull hose, remove ceiling w/pike poles, push ladder to the roof peak, reach out from a ladder, chop with an axe, etc.
- Dynamic flexibility – chop with axe, pick up hose, advance hose, strip roof, and perform CPR.
- Static strength – carry hose, lift and carry victim/patient, move charged hose, lift ladder, move generators.
- Explosive strength – force entry with an axe, raise ladders, run upstairs with equipment, and breach walls.
- Dynamic strength – climb ladders and stairs in full turnout gear while carrying equipment.
- Trunk strength – pull a charged hose line, perform CPR, pick up equipment, hold hose flowing water on a target.
- Speed limb movement – chop with axe, dodge debris, don SCBA, exit burning building, and start/use power tools.
- Gross body coordination – climb/descend ladder with or without a victim; advance charged line while maintaining water flow on a target; walking across roof ridges; start/use power tools
- Gross body equilibrium – walk icy roof peaks at night; carry patient down stairs; swing axe from a ladder.
- Arm-hand steadiness – operates power tools; perform CPR; connect hose couplings.
- Manual dexterity - couple hoses; perform CPR; use tools/extrication equipment; tie knots; use SCBA.
- Near vision – read manuals; pump control panel; write EMS reports.
- Far vision – drive fire department apparatus; visualization of the emergency situation.
- Visual color discrimination – determines fire status; identify labels and placards.

- Hearing – hearing and communicating is necessary for employment in all parts of the job.
- Mobility – advance hose line; climb ladder; search/rescue in a building; move on a roof; get on/off equipment.

Knowledge and Skill Requirements

- Perform duties per job description listed and special duties as assigned.
- Ongoing adherence to all HIPAA, Department, and related guidelines.
- Establish and maintain effective working relationships with other personnel in the department, community officials, and the general public.
- Evaluate fires, recognize danger, and take necessary action for the protection of lives and property.
- Conduct training for department personnel.
- Express ideas clearly, concisely, orally, and in writing to groups and individuals.
- Maintain discipline among subordinates in the department.
- Recognize signs and symptoms of unsafe building conditions under fire conditions and when interior operations should cease.
- Recognize the need and take appropriate action when mutual aid support is needed on the emergency scene.
- Master geography of the response area, the location of the streets, the nature and the location of hazardous locations, principal buildings, fire alarm reporting equipment, hydrants, and other water sources that may be available.
- Master the use of firefighting and EMS apparatus and tools and the ability to demonstrate their uses to others.
- Master the principles and practices of EMS, fire prevention, suppression, and investigation with the ability to apply them.
- Master fire ground strategic priorities and when it is appropriate to use either offensive or defensive modes of attack.
- Master conducting fire prevention inspections, building codes and regulations, and administrative skills for implementation of the inspection program.

--END OF POSTING--