



CROOK COUNTY FIRE & RESCUE

Est. 1884

Crook County Fire & Rescue
Job Announcement
Open Competitive and/or Lateral Entry Lieutenant-Paramedic

Position: The lieutenant is a first line supervisor that in addition to the duties of a firefighter/paramedic is responsible for the leadership and supervision of their assigned station. Lieutenants may be assigned to any one of the three Crook County Fire & Rescue stations and should plan on a regular station rotation.

This outstanding career opportunity is open to qualified Crook County Fire & Rescue and external fire service candidates.

External candidates with qualifications and experience may be eligible for the lateral entry option.

Mandatory Qualifications/Requirements:

- High school diploma or equivalent
- Oregon driver's license and insurable by the fire districts insurance
- State of Oregon Paramedic
- NFPA Firefighter 1 & 2, NFPA Fire Apparatus Equipped with a Fire Pump, Fire Instructor 1
- NWCG Firefighter Type 2 and completion of S-230 Crew Boss Course
- Completion of NFPA Fire Officer 1 course and eligible to open a task (must be obtained by the end of the one year probationary period)
- Bluecard IC certification within one year (completed in-house)
- Internal candidates must be currently qualified to AIC at Crook County Fire & Rescue Lieutenant
- Outside Candidates: Must have three years career fire service experience. Experience must include time serving as a company officer or acting in capacity role
- Lateral Entry Candidates: Must have three years of fire service experience as a company officer in an organization of similar size based on career staffing levels, annual call volume, and budget to Crook County Fire & Rescue. The company officer experience must include leadership experience similar to that required of a current Crook County Fire & Rescue Lieutenant

Desirable Qualifications:

- College degree in fire science, Emergency Medical Services, or related field
- Currently certified as a NFPA Fire Officer 1
- Currently certified as a NWCG Firefighter Type 1
- Currently certified as NWCG Engine Boss
- Current Bluecard IC certification

Compensation and Benefit Package:

- Salary range:
\$7874.00 – \$8599.00 monthly
\$94,492.00-\$103,188.00 annual (Three steps from entry salary to top step)
(Effective 7/1/2023)
- Candidates that meet the lateral entry minimum qualifications will be placed within the four step salary schedule depending on experience
- Medical, dental, vision, health savings account, flexible spending account, life insurance and long term disability
- Oregon PERS retirement- employer paid

Application Process:

Step 1	Application/ Cover Letter/Resume Lateral entry candidates must complete the lateral entry questions	Scored based on completion and proof candidate meets minimum qualifications. Pass point to be determined	Successful candidates will be contacted for a phone interview
Step 2	Phone Interview (If needed)	70% minimum passing score	Successful candidates will be invited to the assessment center
Step 3	Assessment Center Oral Presentation Tactical/Personnel Panel Interview Panel Written Test Written Assignment	70% minimum passing score on each section of the assessment center	Successful candidates will be ranked and placed on the lateral entry and/or the open competitive hiring list

Recruitment and Assessment Process:

June 16, 2023 Application Due Date

*Crook County Fire & Rescue application, cover letter, resume, and supplemental questionnaire are required

June 22, 2023 Assessment day

- Oral presentation
- Tactical/ Personnel Panel
- Interview Panel
- Written Test
- Written Assignment

External candidates will be required to complete a background check, medical physical, psychological exam and document successful completion of a CPAT (CCFR physical ability assessment may be used in-place of a current CPAT).

Finalist will be required to complete a leadership assessment.

Questions or need additional information please contact:

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