



**South Adams County Fire Department
Job Posting
Firefighter IV (Academy/Entry Level)**

South Adams County Fire Department (SACFD) invites qualified individuals interested in participating in the upcoming interview process for the position of Firefighter IV. Applicants who meet the position qualifications and wish to be considered for the interview process must submit a complete application packet in accordance with the requirements outlined below.

Application Packet Requirements

Applicants **must submit** the following:

1. SACFD Employment Application
2. Required Supporting Documentation - The following documents **must be attached** to your application to be eligible for consideration:
 - a. Cover Letter
 - b. Professional Resume
 - c. Copies of Relevant Education, Training, and Certifications

Important: Your application and all supporting documentation will be reviewed as part of the selection process. Incomplete applications or applications that do not follow the specified submission requirements may not be considered and will not advance in the interview process.

Any applicant who is requesting reasonable accommodation for a disability under the Americans with Disabilities Act (ADA), must do so at the time of application. Please contact Human Resources to discuss or coordinate this confidential process.

Position: Firefighter IV

Supervisor: Assigned Shift Officer

Division: Operations

FLSA Status: Non-exempt

Annual Salary: \$83,862.21

****This position holds a probationary status of 12 months from date of hire.****

Position Summary

- **Firefighter:** The Firefighter performs firefighting and emergency medical basic life support procedures in accordance with state protocols, the District's rules, policies, and procedures, including but not limited to, the Administrative Procedures Manual and Standard Operating Guidelines.

Immediate Supervisor

The Firefighter IV reports directly to their assigned Shift Officer.

Supervisory Responsibility

None

Primary Duties and Responsibilities

1. The following duties are an overview of the primary duties and responsibilities of the Firefighter and should not be considered an all-inclusive list.
2. Demonstrate knowledge of the District's rules, policies, and procedures, as they pertain to the Operations Division specifically and the District generally, including but not limited to the rules, policies and procedures contained in the District's Administrative Procedures Manual and Standard Operating Guidelines.
3. Provide firefighting, rescue, and emergency medical technician basic life support at emergency scenes.
4. Assist in removal of victims from hazardous situations.
5. Participate in the exchange of information between off-going and on-coming shifts and in crew meetings as necessary.
6. Check all personal gear, assigned vehicles, equipment, and tools to ensure safe and effective operation.
7. Respond to alarms of fire or other emergency, including laying, connecting, and using hose and nozzles to direct a water stream, raising and climbing ladders, and using fire extinguishers, bars, hooks, lines, pike poles, Halligans, saws, extrication tools and appliances, and other equipment safely, efficiently and in accordance with the District's rules, policies, procedures and Standard Operating Guidelines.
8. May operate apparatus, including fire engines, ladder trucks and brush units safely, efficiently and in accordance with the District's rules, policies, procedures and Standard Operating Guidelines.
9. Maintain familiarity with maps and related streets and roads within the District's service area.
10. Participate in all scheduled and assigned training classes and prevention activities.
11. Develop and maintain positive, effective working relationships with District employees, volunteers, reserves, District residents, other governmental agencies and the community.
12. Maintain positive and constructive written and oral communication skills at all times.
13. Work well in a progressive, team-oriented environment.
14. Provide excellent service to the community.
15. Have a positive attitude and be a self-starter.
16. Promote a positive, professional image of the District at all times.
17. Perform such other duties as may be assigned from time to time.

Minimum Qualifications and Certification Requirements:

1. Possess a high school diploma or G.E.D.
2. Must pass the FPAT and METs as part of the selection process.
3. Possess and maintain (without interruption) a valid Colorado driver's license, and acceptable driving record.
4. Possess and maintain (without interruption) a CPR certification.
5. Possess a State of Colorado Emergency Medical Technician-Basic Certification **by date of hire**.*
6. Knowledge of first aid, and other related EMT techniques.
7. Must successfully complete the District's Firefighter Academy within the specified schedule (post-hire).
8. Ability to read and comprehend simple instructions, routine correspondence, and memos, and ability to write basic reports and correspondence.
9. Ability to effectively present information in one-on-one and small group situations to the public and other members of the organization.
10. Ability to interpret a variety of instructions furnished in written, oral, or diagram form.

11. Ability to read, write, speak, and understand the English language at a level adequate to perform the duties of the position.

*** EMT Certification: If not already certified, we recommend you find an expedited or accelerated course as soon as possible in order to meet hiring deadlines.**

Additional consideration may be given to candidates who possess the Minimum Qualifications and Certifications and the following qualifications. Please Note - All applicants must successfully complete the application and hiring requirements and, if hired, complete fire academy regardless of possession of any of the following:

- Firefighter I or II Certification
- State of Colorado Hazardous Materials Operations Certification
- American Heart Association BLS for Healthcare Providers CPR
- A current CPAT is a contingency within 30 days of being offered a position.
- Accredited I.V. certification prior to application, or the ability to obtain one within six months of the hire date.
- State of Colorado Firefighter II certification
- State of Colorado Driver Operator, DO Pumper, or DO Aerial certifications
- State of Colorado Hazardous Materials Technician certification
- State of Colorado EMT-Paramedic certification
- Advanced Cardiac Life Support certification
- Pediatric Advanced Life Support certification
- Associate or Bachelor's degree in related field

Work Environment and Physical Requirements

These positions require work in a variety of locations and conditions, including living quarters and office areas, in and around a wide variety of automotive, mechanical, chemical, and medical equipment or supplies, and emergency scenes of every type.

1. Strenuous physical activity under extreme adverse conditions will be required frequently.
2. Must be able to lift, move and carry objects up to one hundred (100) pounds.
3. This position requires standing, running, walking, sitting, kneeling, stooping, bending, lifting, squatting, pushing, pulling, crawling, jumping, sliding, climbing, pinching, gripping digging, spraying, reaching over head, reaching away from body, and repetitive motion.
4. Will be required to work in all weather conditions and in extreme temperatures.
5. Work may be performed under dangerous, hazardous, and adverse conditions, including, but not limited to, weakened structures, slippery and uneven surfaces, proximity to moving mechanical equipment, burning structures, broken glass or other materials, electrical currents, high places, and confined spaces.
6. Work may result in exposure to contaminated environments, including but not limited to, hazardous materials, smoke, gases, chemicals, fumes, odors, mists, and dusts, which may require the use of Personal Protection Equipment.
7. Work may result in exposure to individuals or blood communicable diseases.
8. Work may result in exposure to high noise levels requiring hearing protection.
9. This position demands frequent use of sensory activities such as talking, seeing, hearing, smelling, feeling (identifying objects by touch), depth perception and color vision.
10. This position will involve frequent periods of high physical, mental and/or emotional stress.

11. Must pass the District's physical fitness test annually as required by the District's Administrative Procedures Manual and Standard Operating Guidelines.
12. Must have good close vision, distance vision, peripheral vision, depth perception, and the ability to adjust focus quickly. Must be able to wear all assigned personal protective.

NOTE: The above job description is intended to represent only the key areas of responsibilities; specific position assignments will vary depending on the needs of the District.

The District offers a generous benefits package including but not limited to the following:

- Vacation
- Sick Leave
- Medical, Dental and Vision Insurance
- A robust pension plan through FPPA plus optional 457B and 457 ROTH plans
- 96 hours of paid holidays annually (Pro-rated based on academy completion)
- Education Reimbursement
- Post-Employment Health Plan (PEHP) and Flexible Spending Plans

Firefighter IV Process Timeline

*****This timeline is subject to change based upon the needs of the organization.*****

Application and Selection Stage

- **September 24, 2026** Open for Applications
- **TBD** FPAT and METS Practice Dates
- **October 19, 2026** Applications Close
- **TBD** Final Applicant Selection for Testing and Interview Scheduling

Testing and Interview Stage

- **TBD** METs and FPAT Testing (**Must pass both to be considered for interview**)
- **TBD** Panel Interviews
- **TBD** Final Interviews with Fire Chief

Offer and Hiring Stage

- **TBD** Conditional Job Offers Sent to Selected Candidates
- **TBD** Pre-Employment Physicals/Drug Testing and Background Checks
- **TBD** Final Job Offers Sent to Final Candidates
- **January 11, 2027** New Hire Start Date
- **January 11, 2027** New Employee Orientation
- **January 21, 2027** Academy Start Date