Firefighter - Fire Apparatus Operator

Washington County, MD, is hiring full-time Firefighter – Fire Apparatus Operators. **Applicants will not need prior fire/EMS certifications or experience to apply.**

Washington County offers a full compensation package that reflects how much we value our employees. Take a look at what you can expect to earn as a **Firefighter - Fire Apparatus Operator** during your first year as a full-time employee with Washington County Government:

- ✓ **Sixty (60) Paid Personal Hours**
- ✓ **Ninety-Six (96) Paid Vacation Hours**
- ✓ **Holiday pay for hours worked; paid at one and one half times the employee's regular rate.**
- ✓ **One Hundred & Twenty (120) Paid Sick Hours**
- ✓ **County and Employee funded Healthcare including Health, Prescription, Dental and Vision Coverage**
- ✓ **County Paid Employee Assistance Plan**
- ✓ **County Paid Life Insurance**
- ✓ **County Paid Accidental Death and Dismemberment Insurance**
- ✓ **County Paid Short Term Disability Insurance**
- ✓ **County Paid Long Term Disability Insurance**
- ✓ **Up to $2,500 Annual Tuition Reimbursement Assistance**
- ✓ **County and Employee funded Defined Pension Plan**
  - **Vested in just five (5) years.**
  - **Credit for Prior Active Military Service and Unused Paid Sick Days.**

- ✓ **An Hourly Salary of $23.79 per hour. Overtime eligibility after 96 hours worked in a designated 14-day period.**
- ✓ **$59,380 Annually, based on a 2496-hour annual work schedule.**

- Additional Annual Pay Incentives per Certifications Attained:
  - $2.00 per hour Maryland State Certified Advanced Life Support Provider Certification
  - $0.40 per hour Hazardous Material Technician Certification
  - $0.60 per hour Swift Water Technician Certification +Any Secondary Specialty Certification
  - $0.60 per hour Confined Space Technician Certification + Any Secondary Specialty Certification
- Recognized Secondary Certifications: Trench Rescue. Rope/High Angle Rescue, Structural Collapse, Boat Operator and EMS Preceptor**

- All candidates must successfully complete and pass the Firefighter Physical Agility Test (PAT) to be considered for an interview.
- Mentoring and PAT testing dates will be provided later.
- A Firefighter Medical Clearance Form must be completed and signed by either a physician, physician's assistant or nurse practitioner stating that the candidate is medically able to participate in the Firefighter PAT.
    - The candidate will be provided with the Medical Clearance Form after a review of applications is completed by County staff.
    - The candidate is to bring the completed and signed Medical Clearance Form the day of PAT mentoring/testing.
    - Failure to bring the completed and signed Medical Clearance Form to your scheduled PAT mentoring/testing will result in the candidate being disqualified from the PAT mentoring and testing.
- Continued employment is conditional on the successful completion of the Washington County Fire/EMS Recruit Academy. Successful completion is defined as attaining a passing grade in each course as defined by the specific curriculum or the academy handbook.

Applicants with prior firefighter/EMS experience must submit copies of each training/certification. PLEASE NOTE: only PDF copies will be accepted, no digital pictures or screenshots of certifications permitted.

If our **Firefighter - Fire Apparatus Operator** comprehensive compensation package interests you, please continue reading through our job posting to learn more about the position's duties, responsibilities, etc. and apply online today.

JOB TITLE:	Firefighter/Fire Apparatus Operator (Full Time)	**GRADE: DES-4**	
DEPARTMENT:	Division of Emergency Services	**FLSA STATUS:**	Non-Exempt
REPORTS TO:	Lieutenant or Captain		

GENERAL RESPONSIBILITIES:

This is technician-level work in fire suppression, hazardous materials, rescue, and emergency medical care. The work performed affects the health and safety of individuals and the protection of property and the environment. Operations are in accordance with established policies and procedures, which must be adhered to, and require initiative and resourcefulness, analysis of problems and emergency situations and judgment in the selection of the appropriate course of action. The work requires periods of strenuous physical effort and involves exposure to heat, dirt, inclement weather, and other unpleasant conditions. An employee in this classification is regularly exposed to the risk of injury or disease, requiring the use of protective clothing and strict adherence to safety precautions.

ESSENTIAL TASKS:

(These are intended only as illustrations of various types of work performed. The omission of specific duties does not exclude them from the position if the work is similar, related or a logical assignment to the position.)

1. Responds to and participates in firefighting, technical rescue, auto extrication, hazardous materials incidents, medical emergencies, and other emergency operations.
2. Drives and operates emergency vehicles under emergency and non-emergency conditions. Operates all types of fire apparatus to include, but not be limited to, ambulances, engines, engine/tankers, tankers, aerial devices, and rescue squads.
3. Performs fire suppression activities; including but not limited to, fire attack, vehicle and machinery extrication and victim rescue; and exposure protection, ventilation, overhaul and property preservation.
4. Performs prehospital emergency medical care at the basic life support level.
5. Performs inspections, preventative maintenance, and cleaning of vehicles and equipment to ensure operational readiness.
6. Executes comprehensive fire, rescue and/or emergency medical reports documenting emergency and non-emergency responses.
7. Assists with routine or scheduled housekeeping duties at fire and rescue station.
8. Assists with routine administrative tasks.
9. Participates in special projects as directed.
10. Through training sessions, exercises, publications, and other means; maintains a working knowledge of current technologies, equipment, certification requirements and other areas pertinent to the operation.
11. Perform other related duties as assigned.

QUALIFICATIONS AND REQUIREMENTS:

(Comparable amount of training and experience may be substituted for one or more of the qualifications below)

- **Must be at least 19 years** old at the time of hire; one (1) year of driving experience to not include provisional driving period.
- High school graduate or GED
- Possession of valid Maryland Class C or higher drivers' license (or equivalent license from state of residence).
- Firefighter I (Maryland Fire and Rescue Institute or Pro Board or IFSAC certification)
- Firefighter II (Maryland Fire and Rescue Institute or Pro Board or IFSAC certification)
- HazMat Operations (Maryland Fire and Rescue Institute or Pro Board or IFSAC certification)
- Common Passenger Vehicle Rescue (Maryland Fire and Rescue Institute or Pro Board or IFSAC certification)

- Pumping Apparatus Driver Operator
- Emergency Vehicle Operations Course (EVOC) (MFRI, VFIS)
- Emergency Medical Technician (Maryland EMT or National Registry or reciprocating state)
- National Incident Management System (NIMS) 100, 200, 700, 703, 800.
- Preference may be given to applicants with additional advanced training in fire suppression, hazardous materials, confined space rescue, water emergencies, structural and trench collapse, rope rescue and emergency medical care.
- Knowledge of local, state, and national laws and standards as they apply to the fields of fire suppression, rescue, and emergency medical care.
- Proficient in use of computer applications including, but not limited to, word processing, spreadsheets, email, and capable of learning various reporting software programs (i.e., ESO, eMEDS).
- Ability to effectively analyze technical data, to write and maintain complex records, research, and prepare reports relating to public safety and operations.
- Ability to establish and maintain effective working relationships with volunteer and/or career firefighters and officers, municipal employees, elected officials, media, and the general public.
- Strong and effective spoken and written (English) communications skills, including public speaking.

PHYSICAL REQUIREMENTS:

Must have the use of sensory skills in order to effectively communicate and interact with other employees and the public through the use of telephone (wearing and using a headset) and personal contact as normally defined by the ability to see, read, hear, handle or feel objects and related equipment, such as, but not limited to personal computer, calculator, copier, fax machine, radio console, large vehicles, hydraulic tools, firefighting, and rescue tools, etc. Must have the ability to respond to the spontaneous physical demands of comprehensive fire/rescue and EMS duties, all of which involve standing, walking, moving, climbing, lifting, carrying, bending, kneeling, crawling, reaching, handling, pushing and pulling. Ability to perform various functions under emergency conditions including operating in environments immediately dangerous to life and health (IDLH) with appropriate personal protective equipment (PPE), including self-contained breathing apparatus and encapsulated hazardous material PPE. Ability to perform emergency operations in confined spaces, in near-zero visibility conditions, and at extreme heights.

SPECIAL REQUIREMENTS:

1. Available for varied work hours (including days, evenings, overnights, holidays, consecutive shifts, and mandatory overtime shifts), as needed, and available on an on-call basis for emergency situations.
2. Successful completion of a physical agility test and oral interview board. Applicants must successfully complete a physical agility test (PAT) to be considered for an interview.
3. Successful completion of fingerprint and background investigation.
4. Successful completion of pre-employment physical including respirator clearance, and alcohol and drug testing (following a conditional offer of employment).
5. Successful completion of a psychological evaluation (following a conditional offer of employment).
6. A valid driver's license; a current State of Maryland EMT certification (minimum); and all required certifications must be maintained through the course of employment.
7. This position is subject to random drug and alcohol testing.
8. The probationary period for this position is 12 months.
9. The employee may be assigned to one of the following 48-hour work week schedules: 24 hours-on/48 hours-off with a Kelly Day; or any combination of 12-hour day/night shifts.

Reasonable accommodation may be made to enable individuals with disabilities to perform the essential tasks.
Human Resources: 5/2017, 12/2019, 6/2023, 6/2024, 9/2024, 10/2026

****Internal Employees**** are required to use an Internal Application (including resume) when applying or use the link below:
https://www.washco-md.net/internal-jobs/

Washington County is an Equal Opportunity Employer. Individuals requiring special accommodations or assistance are requested to contact the Human Resources Department at 240-313-2350, Voice or TDD (D/HH use 711) M/F/H/V.

DEADLINE FOR FILING APPLICATIONS WITH HUMAN RESOURCES:
November 13th, 2026@ 4:00PM