



OFFICE OF HUMAN RESOURCES
TOWN OF NORWELL

345 Main Street, Norwell, MA 02061

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PUBLIC POSTING: FULL-TIME FIREFIGHTER / EMT-PARAMEDIC POSITION (NON-CIVIL SERVICE)

March 6, 2020

Position: Firefighter EMT-P Two (2) hires anticipated for March 30th & July 1st		Weekly Work Hours: 42 Hours (Average) Weekly Schedule: Two (2) Twenty-Four (24) Hour Shifts, Rotating		
Department: Norwell Fire	Reports To: Fire Chief	FY'20 Step 1 Annual Salary: \$59,305.94	Benefits: Eligible	FLSA Status: Non-Exempt
Annual Clothing Allowance: \$1,000.00		Additional Educational Compensation for degrees in the majors of <i>Emergency Management, Public Administration, Nursing and Fire Science/Administration:</i> Associates: 4.00% Bachelor's: 7.00% Masters: 10.00%		

APPLICATION PROCESS/DEADLINE

Qualified individuals should submit a **resume**, **Town of Norwell Fire Department Application** (downloadable @ www.townofnorwell.net under Human Resources tab), and other requested documents (proof of highest education level, credit report, current driver's license and Paramedic/other certifications). Send all via email to bchilds@townofnorwell.net (PDF format) or by mail/in person to the Human Resources Office, 345 Main Street, Norwell, MA 02061. Position is open until filled.

JOB SUMMARY

The Firefighter/Paramedic is a dual role member of the department having advanced emergency medical care responsibilities in addition to firefighting duties; he/she is responsible for quickly and efficiently performing various duties under emergency conditions frequently involving hazards. Protects life and property by providing basic and advanced life support. Performs extrication and rescue combats, extinguishes and prevents fires. Drives and/or operates equipment and heavy fire apparatus including pumpers, tankers, hose wagons, aerial ladder and other lifting type equipment, rescue truck, and any other similar firefighting apparatus. Maintains fire equipment, apparatus, and facilities. Performs other related work as required. Performs duties under the direct supervision of a superior officer in accordance with departmental rules and regulations. There is a 12 month probationary period.

MINIMUM REQUIREMENTS

- **Currently possess and maintain certification as an EMT/Paramedic by the MA Dept. of Public Health.**
- Possess and maintain an active Massachusetts Motor Vehicle Operator's License with safe driving record.
- Minimum age is eighteen (18) as of the date of hire
- Must be a non-smoker on and off duty in accordance with MA General Law, Chapter 41, Section 101A
- High school graduate or equivalent required; Associates or Bachelor's degree highly desirable.
- Must reside within a thirty-five (35) mile radius of Norwell Fire station within six (6) months of hire date.
- MA Recruit Firefighter I & II Certification: A candidate who does not currently have FF I/II certification must enroll, complete & graduate from the MA Full-time Firefighter Academy Recruit program within 12 months of hire.

PHYSICAL REQUIREMENTS

The Firefighter's position involves physically risky functions under emergency conditions. Functions may include: connecting, pulling, and operating hose lines; operating a fire pump; positioning and climbing ladders; emergency rescue and lifesaving; ventilating smoke filled areas; using and maintaining tools and equipment; and physical training and fire station activities. Performance of work also involves standing and walking for long periods of time. Physical agility is required to access all areas at the scene of the fire. Emergencies may require pushing, climbing, stooping, kneeling, crawling and reaching with hands and arms. Firefighters may be required to lift/carry equipment of persons weighing more than 125 pounds. Wears protective clothing during emergency or training activities for prolonged periods of time under conditions of extreme heights, intense heat, cold or smoke.

PRE-EMPLOYMENT REQUIREMENTS

Employment is contingent upon the satisfactory results of a number of pre-employment requirements to include: background investigation to include social media, work history, reference checks, CORI, SORI, driving record, social security number verification, credit check and education verification. Applicant must pass a medical exam according to Human Resources Division (HRD) Initial-Hire Medical and Fitness Standards, a drug screen, a psychological screen. Applicant must pass the HRD Physical Agility Test (PAT), with a maximum of two attempts, as a mandatory pre-employment requirement.