CITY OF MEDFORD

CAREER OPENING

MEDFORDOREGON.GOV

MEDFORD FIRE DEPARTMENT
Committed to Excellence
EST 1886

MEDFORD FIREFIGHTER/EMT

MEDFORD
OREGON

THE FINEST PEOPLE WORK HERE, SHOULDN'T YOU?

Do you have a desire to be a member of a progressive Fire Department?

Medford Fire Department has career openings for the position of Firefighter.

ABOUT OUR CITY

Medford is located in Southern Oregon in the heart of the Rogue Valley and is the county seat for Jackson County. Located along Interstate 5 and just 27 miles north of the California border, Medford has 88,357 residents and is the regional industrial, medical and service center for 224,000 people, making it the fourth largest metro area in Oregon.

Protected by surrounding mountains, Medford has a relatively mild climate and four distinct seasons, providing diverse opportunities for year-round recreational and cultural opportunities. The area is serviced by the Rogue Valley International Airport, which provides non-stop flights to seven large hub airports.

Medford operates under the Council-Manager form of government with the Mayor, who is elected city-wide and eight Council members representing four different wards. The City allocates resources through a biennial budget that is approved through June 30, 2023.

The City has approximately 480 full-time employees in the following 11 departments; Building Safety, City Attorney, City Manager's Office, Finance, Fire, Human Resources, Innovation & Technology, Parks, Recreation & Facilities Maintenance, Planning, Police, and Public Works.

Now is a great time to become part of the City of Medford team!

OUR CITY'S VISION

Medford will continue to offer an exceptional quality of life for all generations. Residents and visitors alike will experience a vibrant community, safe connected neighborhoods, and an exemplary cultural and recreational opportunities. As the center of the Southern Oregon economy, businesses and educational institutions will find a collaborative environment encouraging partnerships, growth and innovation.

OUR CITY'S MISSION STATEMENT

Medford - A Fantastic Place to Live, Work & Play

OUR CORE VALUES

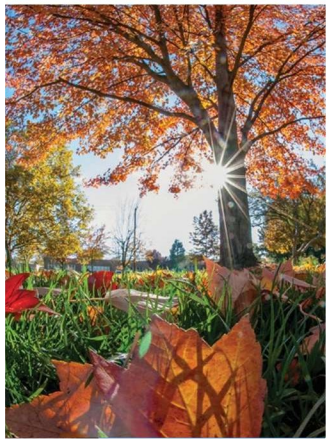
INTEGRITY:
Adherence to moral principles and professional ethics – sound character.

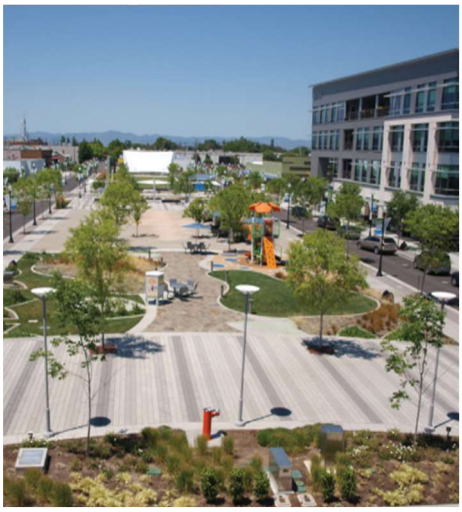
ACCOUNTABILITY:
We recognize our decisions and actions – as individuals and as an organization – positively impacting the community through best practices.

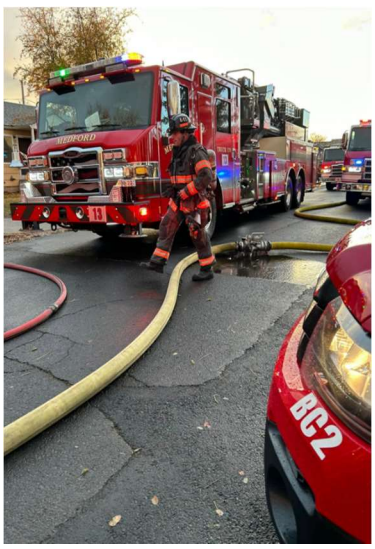
CARING:
Enthusiastically embracing our community through a performance culture.

COURAGE:
Have the courage to make the difficult decisions and stand by them.

TEAMWORK:
Valuing our colleagues and community in working collaboratively.







ABOUT OUR FIRE DEPARTMENT

The Medford Fire Department is a leader in the fire service in Southern Oregon. We have 85 assigned personnel serving the City of Medford and the surrounding community. Additionally, we have a long term partnership with our neighboring Medford Rural Fire Protection District #2, covering a total response area of 56 square miles and join in mutual aid & automatic aid agreements with our other neighboring districts. The divisions within the Fire Department are Administration, Operations, Professional Standards, Support Services, Fire and Life Safety, and Emergency Management. Our ISO Class 2 Fire Department has five fire stations and a training facility. Three of the fire stations were built within the last five years. Medford Fire Department operates a modern fleet of custom built fire apparatus equipped with up-to-date equipment. We operate four engine companies and a ladder truck company led by a shift Battalion Chief. Areas of specialization within our department include being one of the State Regional Hazardous Materials Teams, a SWAT Medic program supporting our Police Department during SWAT incidents, OSFM Incident Management Team participation as well as regular conflagration deployments throughout the northwest.

A MESSAGE FROM OUR FIRE CHIEF, ERIC THOMPSON:

If you're looking for a progressive organization dedicated to professional services, Medford Fire Department is for you! Our department is well-supported with a Council adopted strategic plan. Our adopted plan strengthens core services while being infused with innovation. Four person fire companies, single role EMS squads, and a commitment to professional development are samples of what our community focused plan entails.

As a department we foster cooperative labor management principles and empower employees to facilitate continuous improvement and growth. Complacency and static energy are actions that do not exist in the Medford Fire Department.

Statistics by themselves, do not characterize the service, honor, integrity, and pride our members put forward in carrying out our service. I am extremely proud of our professional staff and encourage you to become a valued member of the Medford Fire Department.

Eric Thompson

THE POSITION

Firefighters are responsible for the protection of life and property through prevention, suppression, and in the response to emergency calls. Firefighters partner and engage with the community to promote risk reduction and preparedness. Our new firefighters will be joining a progressive organization which has invested in its people and equipment to provide outstanding, high quality services to our community.

All Firefighters new to Medford will attend a recruit academy. To qualify for this position, you will need to:

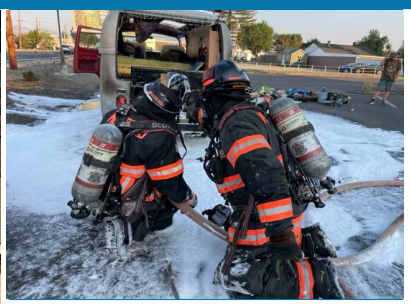
- Be a minimum of 18 years of age.
- Possess a high school diploma or GED equivalent.
- Possess an Emergency Medical Technician (EMT) certification or higher.
- Possess a Firefighter 1 certification from IFSAC/NFPA/DPSST/Pro Board or any state or nationally accredited certifying body.
- Successfully complete and pass the National Testing Network (NTN) process.

Our Firefighters may not use tobacco on or off duty for duration of employment. Firefighters are represented by the International Association of Firefighters (IAFF). We recognize and appreciate the value and contributions of individuals with diverse backgrounds and experiences. The City of Medford invites all qualified individuals to apply.

We are seeking ideal candidates who are engaged, have a positive attitude, with a desire to grow and add value to a premier Fire Department. If you want to be part of this dynamic team, and want to be involved in an amazing community, then apply today!

SEE JOB POSTING ONLINE FOR COMPLETE DETAILS:

https://www.governmentjobs.com/careers/medfordor/



CORE COMPETENCIES FOR THIS ROLE

Communicativeness | Effective performers recognize the essential value of continuous information exchange. They actively seek information from a variety of sources and disseminate it in a variety of ways. They use modern technologies to access and circulate information. They take responsibility for ensuring that their people have the current and accurate information needed for success.

Composure | Effective performers maintain emotional control, even under ambiguous or stressful circumstances. They are able to demonstrate emotions appropriate to the situation and continue performing steadily and effectively.

Customer Service | Effective performers attend to customers in a timely manner. They view the organization through the eyes of the customer and go out of their way to anticipate and meet customer needs.

Drive/Energy | Effective performers have a high level of energy and the motivation to sustain it over time. They are ambitious and passionate about their role in the organization. They have the stamina and endurance to handle the substantial workload present in today's organizations. They know that a healthy work/life balance is important to sustained energy. They are motivated to maintain a fast pace and continue to produce even in exhausting circumstances.

Functional/Technical | Effective performers are knowledgeable and skilled in a functional specialty. They add organizational value through unique expertise in a functional specialty area. They remain current in their area of expertise and serve as a resource in that area for the organization.

Positive Impact | Effective performers make positive impressions on those around them. They are personable, self- confident, and generally likable. They are optimistic and enthusiastic about what they do, and their excitement is contagious. They energize those around them.

APPLICATION AND SELECTION PROCESS:

Apply online at https://www.governmentjobs.com/careers/medfordor/ by Thursday, February 21, 2023. Candidates who meet the minimum qualifications and represent the skill set and desired traits for this position will be considered.

TIMELINE:

JANUARY 26:---------- Position opens
FEBRUARY 21:---------- Position closes
FEBRUARY 23:---------- Invitations sent via email for physical agility test & assessment center
MARCH 4-5: ---------- On-site physical agility test
MARCH 6-8: ---------- Assessment center
MARCH 13-14:---------- Chief's Interview
MAY 1, 2023:---------- Target Start Date
**selection process and timelines are subject to change.*

COMPENSATION:

The salary range for this position is **$74,846.22 - $93,472.18**. Pay differentials for advanced EMT certifications are as follows:

- Advanced 2%
- Intermediate 5%
- Paramedic 9.5%

Experienced Firefighters are encouraged to apply! Salary placement will be based upon experience, qualifications and in adherence with Oregon pay equity law.

The City of Medford provides an excellent benefits package including:

- Medical + Vision + Dental for employee & family – paid 100% by the City
- HRA VEBA contributions – paid by the City
- 147.2 hours of holiday pay per year
- 168 hours of sick leave per year
- Employees accrue vacation starting at 134.4 hours per year
- Oregon Public Employee Retirement System (PERS) is 100% paid as the City pays both the Employee's (6%) and Employer's (6%)
- Deferred compensation (Section 457 Plan) both pre-tax and post-tax options for employee's retirement planning
- The City's Wellness Program promotes physical, social, emotional, intellectual, financial, and environmental wellness with various goals and challenges to participate in throughout the year
- Employees may qualify for wellness incentives by completing milestones set within the program up to $200 annually
- Plus a lot more!

THE CITY OF MEDFORD IS AN EQUAL OPPORTUNITY EMPLOYER

If you have any questions or wish to explore this opportunity further, please contact Human Resources:

Cristy Craft: cristy.craft@cityofmedford.org | Phone: (541) 774-2014
Jill Auborn: jill.auborn@cityofmedford.org | Phone: (541) 774-2012

City of Medford | Fire Department
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