



**Eagle Fire Department Job Posting**  
**Job Title: Structural Firefighter**  
**Division: Operations**  
**Salary: (Probationary) \$81,273 annually**  
**Salary: (Non-Probationary) \$91,273 annually**  
**Job Type: Full-time**

#### **JOB POSTING NOTICE:**

Eagle Fire Department will be accepting applications for the position of Structural Firefighter through Public Safety Answers online testing platform. **Completed application, resume, video interview, and recruit entrance exam must be completed no later than 5:00 pm (MT) Sunday, November 30<sup>th</sup>, 2025.** Candidates can access Eagle Fire Departments application and testing portal via the link: <https://www.publicsafetyanswers.com/eagle> Candidates will have their application, resume, and test score reviewed. Selected candidates will be invited via phone call and email to an interview during the month of January 2026, at the Eagle Fire Department Administrative Office, 1119 E State St., Suite #240, Eagle, Idaho 83616. Candidates invited to an interview will be required to participate in a physical fitness test immediately following his/her interview. Please refer to the Eagle Fire Department Firefighter Physical Fitness Test flyer for details about the fitness evaluation. Conditional employment offers given are contingent upon completion and passing of an NFPA pre-employment medical physical evaluation.

#### **JOB FUNCTIONS:**

- Principles, practices, techniques and equipment used in fire, medical and hazardous materials emergency responses.
- Implementation of the Incident Command System.
- Principles and practices of fire investigation and prevention.
- Emergency medical practices and techniques.
- Basic record keeping and time management techniques.
- Principles and techniques of making effective oral presentations.
- Make determination as to the best course of action for fighting fires or responding to other related emergency situations.
- Assess emergency incidents and develop and implement appropriate strategy and tactics.
- To work under extremely stressful situations which result from man-caused and natural disasters.
- Work within a command structure requiring strict adherence to the following of orders.
- Learn and adhere to policies and procedures related to the work.
- Interpret, apply and explain applicable laws, codes and regulations.
- Prepare clear and concise reports, correspondence and other written materials.
- Maintain or direct the maintenance of accurate records and files.
- Use initiative and independent judgment within general policy guidelines.

- Work in a team environment and have respect for another team player.

#### **ESSENTIAL FUNCTIONS:**

- Participate in activities that promote Eagle Fire Department's mission, vision and values.
- Interact with the public and department personnel in a professional and respectful manner.
- Maintain fire station, apparatus and equipment.
- Responds to emergencies and participates in extinguishment of fires, rescue and treatment of injured people, and mitigation of disasters.
- Make decisions that follow safe and proper procedures.
- Participate and assist in training.
- Assist Driver and shift officer with assigned tasks.
- Meet department training requirements annually.
- Perform other duties as required.

#### **JOB REQUIREMENTS:**

- High School Diploma, (GED), or greater.
- Minimum age at time of hire: 18.
- Possess a valid driver license.
- Obtain a valid State of Idaho driver's license within 6 months of hire date.
- Must possess a current National Registry or state-issued EMT-B (or higher) certification by submission of this application, with the ability to obtain reciprocity in Idaho within 120 days of employment and maintain certification.
- Ability to meet physically demanding standards.
- Candidates must pass NFPA 1582/DOT pre-employment physical and medical assessment upon receiving a job offer.
- Candidates with any felonies, felony driving convictions and/or felony drug convictions over the age of 18 will be disqualified.
- Candidates must pass a comprehensive background investigation.

#### **Physical Ability Requirements:**

This is a physically demanding position requiring individuals to climb, balance, stoop, kneel, crouch, crawl, reach, stand, walk, push, pull, lift, grasp, see and perform repetitive motions. Individuals may be required to exert in excess of 100 pounds of force occasionally and/or in excess of 50 pounds of force frequently and/or in excess of 20 pounds of force constantly to move objects.

- Capable of meeting the NFPA standard to wear a Self-Contained Breathing Apparatus (SCBA).
- Constantly requires driving a motor vehicle including emergency apparatus in order to attend meetings and reach sites.
- Constantly requires clear vision to read printed materials and hearing and speech to communicate in person, over the telephone, over a M.D.T. and through a two-way radio system.
- Constantly requires repetitive movement of the wrists, hands, and/or fingers.
- Constantly requires strength and stamina to respond and oversee emergency situations.
- Constantly requires mobility and physical reflexes, which permits the employee to function in a general office environment to accomplish tasks.
- Being awakened at all hours of the day/night to respond to emergency situations.

- Work 24-hour shifts (currently suppression personnel work a 48/96 schedule)
- Work weekends and holidays
- Travel by vehicle or plane to classes and seminars.
- Drive department motor vehicles to emergency and training incidents.

## **SUPPLEMENTAL INFORMATION:**

### **Reading:**

Advanced - Ability to read literature, books, reviews, scientific or technical journals, abstracts, financial reports, and/or legal documents.

### **Math:**

Advanced - Ability to apply fundamental concepts of theories; work with advanced mathematical operations methods, and functions of real and complex variables. Add, subtract, multiply, divide and derive percentages.

### **Writing:**

Intermediate - Ability to write reports; prepare business letters, memorandums and emails with proper format, punctuation, spelling, and grammar using all parts of speech.

### **Complexity:**

Work is governed by broad instructions, objectives and policies. This work requires the exercise of considerable initiative and independent analytical and evaluative judgment.

### **Interpersonal/Human Relations Skills:**

Provide leadership through adaptability/flexibility, anticipatory thinking, dynamic optimism, organizational/time management, decisiveness, proactive engagement, and resiliency.

Coach performances through mentorship, talent and team development, conflict resolution, and team facilitation. Effectively communicate directions and guidelines, provide meeting facilitation, prepare and give presentations, and provide life experience stories to convey lesson objectives.