FIREFIGHTER/EMT

The City of Carlsbad is accepting applications for the position of **Firefighter/EMT**. The Carlsbad Fire Department is establishing an eligibility list for the position of Firefighter/EMT for current and anticipated openings.

The Fire Department is seeking community-oriented, articulate individuals to provide emergency services to the citizens of Carlsbad. The selection process will involve several phases to include written test, fitness and physical evaluation, oral review board, drug screening, and a background investigation.

The physical fitness test, written test and oral boards will be scheduled .

Minimum qualifications required include: U.S. citizenship, high school diploma or GED, possession of a valid driver's license with good driving record and the ability to obtain a New Mexico Class E driver’s license.

Vision correctable to 20/20. Hearing, physical strength, flexibility, maneuverability, cognitive and mental abilities sufficient to perform the essential functions of the classification.

Ability to communicate clearly and concisely, both verbally and in writing. Ability to work rotating shifts, weekends and holidays including overtime as required. Good work history is essential.

EMT license and New Mexico Firefighter certification desirable, but not required to apply. Applicants possessing New Mexico Firefighter certification and/or a New Mexico EMT license are encouraged to apply. Selected applicants not possessing these certifications will be trained in-house and must obtain EMT-I level of licensure within 18 months of employment.

Candidates that do not possess an EMT license will be paid at the EMT-B level.

In addition to an excellent benefit package, starting base salary will be based on level of EMT licensure as listed below.

EMT-B	$55,958
EMT-I	$61,115
EMT-P	$63,918

All new hires are required to be certified at a minimum of EMT-I level of licensure within 18 months from date of hire. Newly hired employees will receive an increase in salary after one year from date of hire or date of EMT-I certification (whichever is later) as follows:

EMT-I	$61,115
EMT-P	$63,918

Candidates that currently possess an EMT-I or an EMT-P license **and**, while simultaneously possessing said license, also have previous EMT and/or firefighting experience will be eligible for placement into the Firefighter Rank with the City of Carlsbad Fire Department commensurate with the years of qualifying service.

Candidates hired based upon the above criteria will receive pay increase depending on level of EMT licensure and years of qualifying service (max. 25 years qualifying service) as follows:

EMT-I	$70,486 - $76,125
EMT-P	$73,642 - $79,533

Additional base hourly increases will be given for advanced education degrees, certifications and specialty teams as follows:

Associates Degree	$0.72
Bachelors Degree	$1.42
Masters Degree	$2.14
Haz-Mat Team	$0.40
ARFF	$0.40
Arson Investigator	$0.40
Dive Team	$0.40
Technical Rescue	$0.40
CISD	$0.40
Bi-lingual	$0.40
Wildland RMP	$0.40

The selection process involves three (3) test phases. Each phase must be completed to be eligible for the next phase.

Candidates will be required to take and complete the following three (3) tests to be considered for employment as a Firefighter/EMT:

1. Carlsbad Combat Test
2. Firefighter Examination
3. Oral Interview

The Combat Test will be administered on **Monday, June 24, 2024 at 8:30 a.m.** The Combat Test will be conducted at the Carlsbad Fire Department Station #1 (401 S. Halagueno). All applicants must bring the Carlsbad Fire Department medical release signed by a physician to participate in the Combat Test. The medical release form will be handed out when application is received. Those applicants completing and passing the combat test phase will be eligible for the written test.

The second step in the selection process will involve a written, entrance level firefighter examination. The written examination test phase will be a job specific test. This test phase is scheduled for **Monday, June 24, 2024 at 1:30 p.m.** and will be conducted at the Walter Gerrells Performing Arts & Exhibition Center (4012 National Parks Hwy). Those applicants completing and passing the written test phase will be eligible for the oral interview.

Oral interviews will be scheduled on **Tuesday, June 25, 2024.**

Attendance and participation in each testing phase is mandatory for continued consideration for the position of Firefighter/EMT. Failure to attend any phase or failure to bring the required documentation will be considered a withdrawal of your application and your application will not be considered further for this position.

To be considered for this position apply at the City Municipal Building, 101 N. Halagueno or respond to City of Carlsbad, Personnel Department, P.O. Box 1569, Carlsbad, NM 88221 or via email to hr@cityofcarlsbadnm.com. Applicants must include a City of Carlsbad employment application filled out completely. Resumes are not required, but may be included if desired. Applications must be received no later than **June 14, 2024**.

An information letter, including medical release form, will be handed out upon submission of an application.

EOE M/F/V/D