

# The SHOSHONE-BANNOCK TRIBES

FORT HALL INDIAN RESERVATION  
P.O. Box 306  
Fort Hall, ID 83203



## HUMAN RESOURCE DEPARTMENT

Phone: (208) 478-3856/(208) 478-3857  
(208) 478-3850/(208) 478-3750  
Fax: (208) 478-3950

### JOB ANNOUNCEMENT

**TITLE:** STRUCTURAL FIREFIGHTER / EMT / ADVANCED EMT

**DEPARTMENT:** FORT HALL FIRE & EMS (FHFD)

**SALARY:** ENTRY LEVEL FIREFIGHTER (F9/S1) \$11.62  
After Probation  
56 – Hour Workweek  
*(Yearly Gross Divided by 2912 Hours = Hourly Wage)*

**FIREFIGHTER / EMT (F9/S2) \$11.96**  
After Probation  
56 – Hourly Workweek  
*(Yearly Gross Divided by 2912 Hours = Hourly Wage)*

**FIREFIGHTER / AEMT (F10/S1) \$12.76**  
After Probation  
56 – Hourly Workweek  
*(Yearly Gross Divided by 2912 Hours = Hourly Wage)*

**FIREFIGHTER/DRIVER PUMP OPERATOR (F11/SI) \$14.05**  
After Probation  
56-Hour Workweek  
*(Yearly Gross Divided By 2912 Hours = Hourly Wage)*

**OPENS:** May 17, 2021

**CLOSES:** May 28, 2021

**CAREER STATUS:** NON-EXEMPT - CONDITIONAL UPON SUCCESSFUL THREE (3) MONTH PROBATIONARY PERIOD. INSURANCE BENEFITS STARTING AFTER 90 DAYS

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Attach ALL supporting documents, including: Tribal enrollment, honorable discharge, educational attainment, professional certification, license, and other relevant documents to verify eligibility for job qualifications and preference; INCOMPLETE APPLICATIONS MAY BE SCREENED OUT.

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### GENERAL STATEMENT

Protects life, property, and the environment through timely and effective response, to Fire, EMS and other types of emergencies.

**STRUCTURAL FIREFIGHTER / EMT / ADVANCED EMT**

Under general supervision of the captain, provides direct services, individually and as a member of a team in response to fire, rescue, hazmat, and other emergencies.

Additionally, a Firefighter – EMT / Advanced EMT / Driver (*Pump*) – Operator will respond to medical emergencies and provide prehospital care.

These positions have a three (3) month Probationary period. Insurance benefits starting after ninety (90) days.

### **DUTIES AND RESPONSIBILITIES**

- ❖ Must be a team builder
- ❖ Adheres to FHFD chain of command
- ❖ Ability to establish, develop and maintain cooperative working relationships within the organization.
- ❖ Have the ability to communicate effectively with the membership, departments and agencies.
- ❖ Project credibility and integrity that enhances community pride and respect for FHFD and the Tribes.
- ❖ Perform a thorough, daily inspection of the apparatus, insures the inventory of supplies and equipment is complete; assures that apparatus, equipment and records are maintained and in good order.
- ❖ Participates in drills and training evolutions and directed.
- ❖ Responds to all alarms as assigned; protect life, property, and environment through prevention, extinguishment of fires, provide medical care, hazard materials mitigation as well as assisting in the preservation of evidence.
- ❖ Cleans and performs general maintenance of fire equipment and fire stations.
- ❖ Drives fire apparatus to emergency and non-emergency scenes and operates efficiently and effectively for the situation.
- ❖ Lays hose lines, operates nozzles, pumps and hydrants, fire extinguisher and performs other actions to suppress fire; operates hydraulic, pneumatic, manual and power tools.
- ❖ Participates in salvage operation and post fire operations; uses salvage covers floor runners and other related equipment to reduce property damage from heat, smoke, fire gasses and water.
- ❖ Operates heavy extrication equipment such as air bags, hydraulically powered cutters and spreaders, pneumatic cutters and special saws and other rescue equipment as required.
- ❖ Participates in daily physical training.
- ❖ Participates in public education programs in schools, civic groups and other locations as requested.
- ❖ Participates in fire and life safety inspections of commercial and residential properties; checks operating conditions of hydrants.
- ❖ Utilizes FHFD computer system for patient care documentation, record keeping, and other job related functions.
- ❖ Performs related duties as assigned
- ❖ Responds to the station for emergency duty (*callbacks*)

**NOTE:** Anyone position may not include all of the duties listed, nor do the listed examples included all duties, which may be found in positions of the class.

### **MINIMUM QUALIFICATIONS**

- ❖ High School diploma or GED
- ❖ Must be a minimum of 18 years of age.
- ❖ Must have a valid Idaho driver's license (*minimum of a class D*) and be insurable through the tribes insurance throughout employment.

- ❖ Must pass a criminal and character background check to demonstrate eligibility and suitability for Fire and EMS service. Background checks will be conducted prior to an offer of employment.
- ❖ No felony convictions or disqualifying misdemeanors, which will preclude applicant and / or employee from require certifications or licensures.
- ❖ Must be able to pass a pre-employment drug and alcohol test prior to employment and random testing throughout employment.
- ❖ Must pass a pre-employment and annual physical fitness and agility test.

## **QUALIFICATIONS**

- ❖ IFSTA Certification as Firefighter I within twelve (12) months or enrolled in a certification program.
- ❖ State of Idaho Emergency Medical Technician Licensure within twelve (12) months or enrolled in a program.
- ❖ Must maintain required Firefighter / EMT certifications throughout employment to retain position and / or employment.
- ❖ Must be dependable, honest, self-motivated and be able to work independently under extremely stressful situations which shall be verified through employment and reference checks.
- ❖ Computer proficiency and mechanical experience are highly desirable.
- ❖ Must demonstrate excellent communication skills (*verbal and written*).
- ❖ Must show integrity, honesty, punctuality, teamwork, and professionalism.

## **CAREER ADVANCEMENT**

Opportunity for career advancement will be contingent upon the goals and needs of the department. Proof of Certification and /or licensure along with satisfactory employee performance evaluations will be required for consideration.

### **Firefighter 1 – F9:**

- ❖ IFSTA Certification as Firefighter 1 NFPA 1001 and Haz-Mat Operations NFPA 742 no later than twelve (12) months or enrolled in a certification program.

### **Firefighter 1 – EMT F9:**

- ❖ State of Idaho Emergency Medical Technician (*EMT*) no later than twelve (12) months of completing Firefighter 1 & Haz-Mat course or enrolled in a program.
- ❖ If employee receives optional modules, they may be eligible for a one time only step increase.

### **Firefighter 1 / Advanced EMT (*optional*) F-10:**

- ❖ Maintain all previous certifications
- ❖ Minimum of two (2) years with the FHFD unless already certified.
- ❖ Must have and maintain a State of Idaho Advanced Emergency Medical Technician (AEMT) license
- ❖ Must be in good standing with the department (*disciplinary actions, frequent response to callbacks, positive work ethic and attitude*).

### **Driver (Pump) – Operator F-11:**

- ❖ Maintain all previous certifications
- ❖ NFPA 1002 Driver Operator, prior to letter of interest.
- ❖ Minimum of three (3) years of service with FHFD.
- ❖ Shall pass written department test with a minimum of 80%.

## **STRUCTURAL FIREFIGHTER / EMT / ADVANCED EMT**

- ❖ Shall pass practical department test with a PASS on all skills.
- ❖ Shall participate in a recognized Apparatus & Maintenance course.
- ❖ Class B CDL with Air Brakes and Water Tender endorsements within twelve (12) months of appointment.
- ❖ Must be in good standing with the department (*disciplinary actions, frequent response to callbacks, positive work ethic and attitude*).

**MUST MAINTAIN STRICT CONFIDENTIALITY OF ALL INFORMATION PROCESSED THROUGH THE DEPARTMENT INCLUDING RECORDS, REPORTS, DOCUMENTS, CONVERSATIONS, etc.** A breach of confidentiality will be subject to appropriate disciplinary action, up to and including termination from employment.

### **Career Advancement**

Opportunity for career advancement will be contingent upon the goals and needs of the department. Proof of Certification and/or licensure along with satisfactory employee performance evaluations will be required for consideration.

### **IMPORTANT APPLICATION CRITERIA**

A complete application must be submitted to the Shoshone – Bannock Tribes Human Resource Department, P.O. Box 306, Fort Hall, Idaho 83203. Application can be found online at [sbtribes.com](http://sbtribes.com) Applications can be sent via email to [recruitment@sbtribes.com](mailto:recruitment@sbtribes.com) or faxed to 208-478-3950 and are accepted until 5 PM on the closing date.

Submit a copy of all supporting documents; Driver's Tribal ID, High School Diploma/(GED), Degree or professional credentials, and other supporting documents that verify required qualifications.

**Telephone calls are not accepted in place of an employment application or letter of interest.**

Applications who have a current application on file, submit a letter of interest for each position in which you want to be considered for. The letter should address how you meet each qualification.

Preference will be given to Shoshone – Bannock Tribal member applicant who provide a copy of their tribal enrollment card. Non-enrolled members and other Indian tribal member must provide a Certificate of Indian Blood (CIB) to receive preference.

Preference points will also be given during the interview process to veteran who provide documentation of a DD – 214.

Applicants being considered for employment or a political appointment must submit to a pre-employment alcohol and drug screen prior to being hired or appointed. Refusal to take the test will render the applicant ineligible for employment or political appointment.

The Shoshone – Bannock Tribes will conduct an employment background check on new employees to ensure suitability for the position applied for.