



PROBATIONARY FIREFIGHTER

Department: Fire

Salary: \$48,439.88

Affiliation: Unaffiliated during probationary period

FLSA: Non-Exempt

Announcement #: 8014001

Posted: 01/29/2024 **End:** 02/23/2024 until 4:30pm

The City of Wilmington, a top Delaware employer, provides the highest quality public safety services through the Wilmington Fire Department, a leader in hazard management, emergency response services, and fire prevention programs. Firefighters are public safety officers whose duties consists of fire prevention & suppression, emergency aid, and building safety of the constituents/business properties.

DUTIES AND RESPONSIBILITIES

As protective service workers duties include land and marine operations in response to incidents i.e., acts of terrorism, war, natural disasters, industrial accidents, building collapse, hazardous materials, emergencies (water, gas, electrical) and any other event requiring rescue, extrication, or mitigation.

- Utilizes proper emergency medical care procedures to treat/stabilize victims i.e., sick/injured.
- Performs emergency service in fire suppression, and water rescue service, tasks include operating fire apparatus, rescue boat, medical tools/equipment, pump, and other related equipment.
- Performs building inspections for the mitigation of life hazards.
- Participates in related technical training on firefighting, rescue, high angle, and hazardous materials.
- Performs preventive maintenance and clean fire station, apparatus, rescue boat, medical tools, and other related equipment.
- Conducts fire prevention education and outreach programs within the community.
- Performs administrative duties i.e., summary/incidence reports, forms, and paperwork.
- Performs all related work as required.

EDUCATION AND EXPERIENCE

Requires High school diploma or GED equivalent and must be at least 18 years of age at the time of application, be a US citizen. Firefighter (I&II) and EMT certifications will be required upon the successful completion of the 12 month(s) probationary period.

- **Licenses:** Must possess and maintain a valid driver's license without a major driver's infraction and/or a suspension or revocation.
- **Knowledge:** Knowledge of the geography of the City and driver safety. Communicate effectively both orally and in writing and establish and maintain effective working relationships with other employees and the general public.
- **Abilities:** Act effectively under stress in case of an emergency, and confined spaces (pipes/tunnels). Must apply fire prevention techniques to operate fire rescue boats, suppression, and emergency equipment. Able to perform physical activities for prolonged periods of time, in extreme weather conditions (i.e., intense heat, cold, smoke or in water etc.) and height levels.

CANDIDATE EVALUATION

The testing process for this position includes the following: [\(click on each requirement to review linked video and download form.\)](#)



- A review of the complete application material. (download paper application)
- A physical agility testing. (download, and obtain physician's signature - Physician Authorization form) (download, sign and notarize - Physical Agility Test Release form)
- A written exercise.
- An in-person oral board/panel interview.
- Fire chief's Interview.
- A review of qualified applicants.

WORKING CONDITONS AND PHYSICAL REQUIREMENTS

All selected applicants must pass a criminal background investigation and pre-employment physical.

- **Physical Requirements:** Required to frequently sit, stand, talk, hear, walk, run, climb, balance, stoop, kneel, crouch, and crawl. lift/move a minimum of 100 pounds. Climb ladders to reach high height elevations, wear heavy protective clothing, and breathing air mask.
- **Vision:** Close distance and peripheral vision, depth perception, and able to adjust focus.
- **Working Conditions:** Live and work in close quarters, as a paramilitary organization to ensure readiness in emergency response. Occasionally work around hazardous materials, precarious places with explosives and combustibles, moving mechanical parts, exposed to wet and/or humid conditions, fumes, or airborne particles, toxic or caustic chemicals, extreme cold, extreme heat, and vibration.
- **Location and Schedule:** Must be able to work a rotating schedule including nights, weekends, and holidays, and to live at the fire station when on duty.

TOTAL COMPENSATION

Compensation encompasses both salary administration and a comprehensive benefit package:

- **Salary Administration:** The Probationary Firefighter starting salary as of budget fiscal year 2023/2024 is \$49,650.88 increases are obtained progressively at the attainment of each Firefighter step as follows: I-\$55,289.46; II-\$60,800.48; III-\$66,311.49; IV-\$71,822.51; V-\$77,338.57.
- **Benefits:** The City offers a robust benefit package starting on the date of hire.

SUPPLEMENTAL INFORMATION

This position is open to all internal and external applicants who meet the minimum qualifications.

- To apply online visit www.WilmingtonDE.gov, or email: wilmjobs@wilmingtonde.gov. Computers are available in the Department of Human Resources, City/County Building, 800 N. French St, 4th Floor, Wilmington, DE 19801. Call 302-576-2460 to schedule an appointment for computer use and drop off paper applications.
- The City of Wilmington is an equal opportunity employer.
- The City residency is required within 12 months of employment.
- The City Code provides preference for eligible internal candidates, veterans, and current city residents.
- The City of Wilmington is committed to the full inclusion of all qualified individuals. Consistent with the Americans with Disabilities Act (ADA) and the Delaware Persons with Disabilities Employment Protections Act, it is the policy of the City to provide reasonable accommodation when requested without causing an undue hardship. If accommodation is needed, please call 302-576-2466.