



Cannon Beach Rural Fire Protection District



Seeking ...

Firefighter/EMT

(1 immediate openings and list for future openings)

\$67,315 + incentives & FLSA overtime

Excellent Benefits

Applications close August 29, 2025, by 5 pm Pacific Standard Time.

Application materials can be obtained at www.cbfire.com



Our Mission, Vision & Motto

Our Mission is to protect life, property, and the environment for those who are living in and visiting the communities we proudly serve. **Our Vision** is to be the premiere fire and rescue agency on the Oregon Coast by setting the standard of excellence in training, prevention, protection, and service for all people and communities who call upon us in a time of need. **Our Motto** is “Desire to serve, courage to act.”.

We accomplish this with the following **our Core Values**:

-  Caring
-  Citizenship
-  Cooperation
-  Industriousness
-  Integrity
-  Respect
-  Responsibility

Our Fire Department & Location

Cannon Beach is the premier coastal vacation destination on the Oregon Coast, whose economy is primarily dependent on tourism. It is recognized both state and nationally for its beach and beauty attracting more than 750,000 visitors annually. Cannon Beach Fire District covers an area ¼ mile wide by 24 miles long. It includes beaches, forests, highways, state parks, and cliffs. Due to the varied and sometimes rough terrain, the district requires multidisciplinary skills from its firefighters and utilizes varied apparatuses to support surf and cliff rescues.



Our fire department answers over 750 calls per year from two fire stations. Fire personnel include a Fire Chief, Deputy Chief of Training & Operations, Division Chief of Fire & Life Safety, (2) daytime Captains, 6 full-time firefighters, Executive Assistant, and 21 part-time/volunteer firefighters (with more firefighters to be recruited).

The Position

JOB SUMMARY: This hiring to fill an immediate vacancy and establish a future hiring list. The newly hired firefighter will be placed on a 48/96 shift after initial training. The firefighter will be responsible for daily station operations as well as incident response. The firefighter will be responsible for interacting with student volunteers, current volunteers, as well as other paid staff for incident response. This posting will also create a hiring list for future hiring and/or filling vacancies which will expire January 1, 2027.

SUPERVISORY RELATIONSHIPS: The firefighters will report to the daytime Captain as well as the duty officer. They may also have a student firefighter and/or part-time firefighters with them on shift which they will be responsible for mentoring.









ESSENTIAL JOB FUNCTIONS:

1. Maintains apparatus, stations, and equipment to be response ready
2. Mentor student firefighters
3. Responds to all types of emergency incidents
4. Perform projects as assigned in functional areas (Station, PPE, Equipment, Apparatus, Etc.)
5. Maintain a good working relationship with volunteers
6. Other duties as assigned

OTHER PERIODIC JOB FUNCTIONS:




1. Participates in ongoing education, training, and development activities to maintain and improve professional knowledge and skills as a firefighter.
2. Perform routine station and apparatus maintenance.
3. Other job functions as requested by supervisor.

PERFORMANCE REQUIREMENTS, KNOWLEDGE, SKILLS, AND ABILITIES:

-  Demonstrate leadership skills to lead and mentor firefighters
-  Knowledge of modern fire suppression tactics, prevention system, hazmat response, emergency medical service principles, procedures, techniques, and equipment.
-  The ability to effectively work with the public in a courteous and professional manner and promote a positive image of the Fire District.
-  Effective communication skills (verbal, written and presentations skills).
-  Ability to exercise sound judgment in evaluating situations and in making decisions, ability to establish and maintain positive working relationships with other employees, supervisors, volunteers, and the public.
-  Proficient with Microsoft Suite products (Word, Excel, Outlook), familiarity with database computer systems and some mechanical skills or abilities.
-  Successful completion of a medical exam as determined by the District to include drug screening required.
-  Ability to work effectively with volunteers.













PHYSICAL DEMANDS:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made upon request to enable individuals with disabilities to perform the essential job functions.

-  While performing the duties of this job, the employee is frequently required to walk, stand, handle, or operate objects, tools, or controls; and to reach with hands and arms. The employee is occasionally required to sit, climb, balance, stoop, kneel, crouch, crawl, talk, and smell.
-  The employee must frequently lift and/or move up to 10 pounds and occasionally lift and/or move up to 100 pounds. Specific vision abilities required by this job include close vision, depth perception, and the ability to adjust focus.
-  The employee must be capable of donning and wearing a self-contained breathing apparatus without experiencing disorientation or fear of closed spaces.

EDUCATION, EXPERIENCE AND TRAINING REQUIREMENTS:

Minimum:

-  High school diploma, GED, or equivalent.
-  Must be a current certified Oregon State or National Registry EMT or acquire this certification by time of hire and must maintain for the duration of employment.
-  Must have an acceptable driving record and possess a valid driver's license.
-  Must have no felony convictions or disqualifying criminal histories.
-  Must be able to meet the physical requirements of the job.
-  NFPA Firefighter I
-  NFPA Fire Apparatus Equipped with a Pump by end of academy.
-  NFPA Fire Apparatus Equipped with an Aerial Device by end of academy.
-  Must pass the department Rescue Watercraft Swim Test and Physical Ability Test as a condition of employment, as well as annually.
-  NFPA Firefighter II within 12 months of hire
-  NFPA Rope Rescue Technician within 12 months of hire
-  OR-EMT-Advanced within 24 months of hire








PROBATIONARY REQUIREMENTS:

The probationary period for this position is one (1) year. During the probationary period, the employee must have satisfactory performance evaluations and have achieved all required certifications. Reside within 15 minutes of the main fire station within 6 months of hiring. Current residency inside that area will be given preference and that distance to the station shall be maintained unless otherwise approved by the Fire Chief.

Compensation & Benefits

Salary: **\$67,315, plus FSLA overtime.** Salary scale has five steps of 5% with a 1%-3% COLA in July based on the CPI-W for December.

Benefits include:








-  Medical, Dental & Vision Insurance (100% employer paid)
-  Life Insurance
-  Oregon State PERS (employer paid)
-  Vacation Leave
-  Sick Leave
-  Incentives for degree, EMT Intermediate, Paramedic, and Rescue swimmer
-  Residency stipend for residency in the district

To Apply

Qualified candidates should apply at www.cbfire.com and provide letter of intent, resume, application, and supplemental questions.

Hiring timeline

Tentative dates of hiring process

-  Applications period opens – July 21, 2025
-  Application period closes – August 29, 2025
-  Invitation to the assessment center – Week of September 15, 2025
-  Tentative assessment center – October 25, 2025
-  Top applicants invited to the Chief's interview
-  Rescue Watercraft Swim Test and Physical Ability Test – week of November 17, 2025
-  Positions will begin the first week of January 2026