



SOUTH PEND OREILLE FIRE & RESCUE



Notice of Full-Time Recruitment

Lieutenant/Captain & Firefighter Paramedic

OPEN: February 20, 2026 CLOSING: March 20, 2026

South Pend Oreille Fire & Rescue is recruiting to fill the positions of Firefighter/Paramedic and Lieutenant/Captain. **All positions are on a 48/96 work schedule with built in overtime.**

MINIMUM QUALIFICATIONS:

- High school graduate or GED required.
- Must possess or have the ability to gain WA state and Pend Oreille County EMT or Paramedic certification
- Must possess current certifications in CPR BLS Provider, ACLS and PALS (or equivalent, if applicable)
- Must possess a valid Driver's License with record acceptable to district insurance carrier
- No felony convictions or disqualifying criminal history.
- Lieutenant and Captain positions:** Must possess five years of full-time firefighting experience, a fire officer certificate (IFSAC or out-of-state comparable), or a combination of experiences determined equivalent by the district.

DESIRED QUALIFICATIONS:

- IFSAC Firefighter I Certified, or Equivalent training acceptable to SPOFR (**Required for firefighter appointment**)
- Washington State Hazardous Materials Awareness certified (or equivalent)
- NIMS / N.W.C.G. ICS 100, 200, 700 and 800
- N.W.C.G. Firefighter Type 2 (FFTII) qualification, or ability to obtain.
- Washington State SEI (Senior EMS Instructor)

Salary Range: FF/PM: 75,000 – 84,000 FF/EMT: 60,500 - 70,000 LT/CAPT: 78,000 – 94,000

Benefits include a \$1,000 health stipend per month (paid toward either insurance or compensation), sick and vacation time, and all additional applicable benefits through the County of Pend Oreille.

ASSESSMENT PROCESS: *****Tentative Assessment Center Dates: Week of April 13th*****

Candidates who meet the minimum qualifications will be invited to participate in an assessment process. Details of the assessment will be provided to candidates prior to the assessment date(s). Additional selection criteria may include but not be limited to successfully passing an extensive background and criminal history check, medical physical, etc.

APPLICATION INSTRUCTIONS:

Interested applicants may obtain an application from the District Office or at spofr.org. Applicants **MUST** submit a cover letter, and resume along with the application by 5:00 p.m. on the closing date. Application packets can be mailed, dropped off to Station 31 during normal business hours or emailed to serve@spofr.org.

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