

	<p><b>Firefighter I, II, III, IV #430</b> <span style="float: right;">(note-all dates are tentative)</span></p> <p><b>Firefighter Salary Range:</b> \$47,175-55,653 or higher DOQ/year  <b>Lateral Entry:</b> Competitive salary offers for those meeting preferred qualifications  <b>Firefighter/Medic*:</b> \$6,000 added to base salary for released VA Intermediate  <b>Firefighter/Paramedic*:</b> \$12,000 added to base salary for released VA Paramedic</p> <p><b>Progressive fire department, located in Williamsburg Virginia, offering exciting opportunities for a career in firefighting and emergency medical services! We want to be the Fire Department most admired for our people and performance.</b></p> <p><small>*National Registry and some state certifications are eligible for reciprocity for Virginia certifications through the state Office of EMS</small></p>
<p><b>Minimum Qualifications</b></p>	<ul style="list-style-type: none"> <li>• 18 years of age at the time of hire</li> <li>• High school diploma or equivalent</li> <li>• Valid driver's license</li> <li>• U.S. Citizen or Permanent Resident eligible for employment in the United States.</li> </ul>
<p><b>Preferred Qualifications</b></p>	<ul style="list-style-type: none"> <li>✓ Tidewater Regional <u>or</u> Hampton Roads Fire Academy (TRFA or HRFA) graduate, or equivalent, as determined by the James City County Fire Department; equivalents may include other Virginia full time fire academies (required for lateral entry)</li> <li>✓ Full time career firefighter experience (required for lateral entry)</li> <li>✓ Practicing National Registry Advanced Life Support (ALS) attendant-in-charge experience</li> <li>• College degree</li> <li>• Military experience (James City County Fire Department is a <i>Virginia Values Veterans</i> member)</li> </ul>
<p><b>Application</b></p>	<ul style="list-style-type: none"> <li>• Prior to submitting an application, review list of employment disqualifiers and job description on the fire department webpage at <a href="http://www.jamescitycountyva.gov/fire">www.jamescitycountyva.gov/fire</a> (select "Employment" then "Fire Recruitment"); if one of the automatic disqualifiers listed are met then applicants are <u>not</u> eligible to apply in this year's process</li> <li>• <b>Applications are open year round</b>—create a profile and apply online through the <i>James City County Career Center</i> at <a href="https://jobs.jamescitycountyva.gov">https://jobs.jamescitycountyva.gov</a>.</li> </ul>
<p><b>Eligibility</b></p>	<p>Applicants <u>are</u> eligible for consideration and possible advancement in the hiring process if they:</p> <ul style="list-style-type: none"> <li>• do <u>not</u> meet any of the <i>Automatic Employment Disqualifiers</i></li> <li>• have submitted a <u>complete</u> application including copies of all required certifications and diplomas</li> <li>• complete all required process components including mandatory <b>Eligibility Session</b>, scheduled for <b>May 19-20, 2023</b>. Note-a virtual option will be available.</li> </ul>
<p><b>Selection</b></p>	<p>Eligible applicants selected to continue to interviews will be contacted by the Fire Department Recruitment Coordinator. Panel interviews will be conducted. Multiple applicant pools may be created if the number of eligible applicants merit. Interviews are scheduled for <b>June 1, 2, 5 &amp; 6, 2023</b>.</p>
<p><b>Applicant Physical Ability Test (APAT)</b></p>	<p>Applicants with recommendations from the Interview Panel to <i>continue</i> or <i>hold for consideration</i> will be invited to the <b>Applicant Physical Ability Test (APAT)</b> scheduled for <b>June 17, 2023</b>. Successful applicants may continue to the background investigation process. Applicants can prepare by reviewing the <b>APAT video</b> and <b>APAT Overview</b> found on the fire department webpage, <a href="http://www.jamescitycountyva.gov/fire">www.jamescitycountyva.gov/fire</a></p> <p><i>An APAT familiarization session scheduled for June 10 is available to eligible applicants who feel they would like to briefly practice with the testing equipment.</i></p>
<p><b>Background and Post-Offer Checks</b></p>	<p>Conditional offers of employment are made to those selected to continue to background investigations and post-conditional offer checks:</p> <ul style="list-style-type: none"> <li>• medical/physical examination and drug screening</li> <li>• background investigation includes: polygraph examination, criminal history, sex offender, driving record, and credit history checks; and, neighborhood survey, character references and employment history.</li> </ul> <p>Applicants who are given recommendations to continue based on the background investigation and post offer results may be given a permanent offer of employment. Permanent offers of employment are made based on vacancies and the needs of the fire department.</p> <p><b>Earliest anticipated start date: August 16, 2023 with the next fire academy starting early September 2023.</b></p> <p><b>Do you have questions?</b> Contact a Fire Department Recruiter at <a href="mailto:fire.recruiting@jamescitycountyva.gov">fire.recruiting@jamescitycountyva.gov</a> or call 757-565-7650</p>