



East County Fire and Rescue

600 NE 267th Avenue Camas, WA 98607

(360) 834-4908 (phone)

(360) 835-8920 (fax)

www.ecfr.us



Full-Time Career Firefighter/EMT Recruitment

East County Fire and Rescue (ECFR) is seeking qualified applicants to establish an eligibility list for anticipated and future firefighter vacancies. Candidates selected through this process will be considered for hire as positions become available.

Minimum Qualifications

Applicants must meet the following requirements at time of application:

- 18 years of age at time of hire
- Valid driver's license
- High school diploma or GED
- Emergency Medical Technician (EMT) certification (NREMT or state licensure; ability to obtain reciprocity)
- Firefighter I certification (IFSAC, Pro Board, or DPSST)
- Hazardous Materials Operations and Awareness certification (IFSAC, Pro Board, or DPSST)

Preferred Qualifications

The following may be considered during the evaluation process:

- Veteran status (applied in accordance with Washington State law)
- Previous fire service experience (career, part-time, or volunteer)
- Current ECFR volunteer
- Completion of a Pumper/Operator Academy

Wages and Benefits

Starting Salary (Probationary Firefighter): \$85,976.38 annually

Schedule: 1,3,2,3 (24 hours on, 72 off, 48 hours on, 72 off); 12 Kelly Days per year

Retirement: LEOFF 2, deferred compensation with employer match

Additional Benefits: VEBA, paid leave, educational assistance, EAP, ongoing training and certification

Position Overview

Firefighters at ECFR perform fire suppression, emergency medical services, and all-hazard response in a team-oriented environment.

Responsibilities include:

- Fire suppression and emergency medical response
- Operation of fire apparatus equipment
- Training, drills, and professional development
- Public education and fire prevention activities
- Maintenance of equipment and facilities

Selection Process

The selection process is designed to identify candidates who demonstrate the skills, experience, and character necessary to serve the community and the organization.

Step 1: Applications will be reviewed to confirm minimum qualifications and scored based on relevant experience and preferred qualifications.

Step 2: Candidates will advance based on overall evaluation and scoring.

Step 3: Candidates must successfully complete a Physical Abilities Test.

Step 4: Candidates will take part in a Practical skills evaluation and Firefighter panel interview.

Step 5: Candidates will take part in a Fire Chief's interview.

Step 6: Candidates will be placed on an eligibility list for current and future openings.

How to Apply

Complete and submit the application found at <https://www.ecfr.us/ecfr-recruitment> by **Friday, May 15, 2026 at 5:00pm**.

Mail or deliver application to: *or* **Email application to:**

East County Fire and Rescue
600 NE 267th Avenue
Camas, WA 98607

pjensen@ecfr.us

Applicants requiring accommodations during the application or selection process should contact Human Resources at (360) 834-4908.

EQUAL OPPORTUNITY EMPLOYER

East County Fire and Rescue is an equal opportunity employer and does not discriminate based on race, color, creed, national origin, gender, sexual orientation, religion, age, marital status, or disability in employment or the provision of services. If you require accommodations to participate in the application or selection process, please contact Human Resources at (360) 834-4908.