

FIREFIGHTER I, II, III

General Statement of Duties

Responds to fires, medical emergencies, hazardous materials incidents, rescues, traffic accidents, and other emergency and non-emergency incidents that pose a threat or hazard to life and/or property for the purpose of mitigating these threats.

Distinguishing Features of the Class

An employee in this class performs firefighting and emergency medical response as the primary tasks. Also involves operating fire apparatus and equipment, combating fires, and conducting fire education and prevention activities to prevent fires, to save lives and protect property. Daily work usually involves training, readiness drills, and exercises with other fire personnel to maintain job related skills. Work is often performed under emergency conditions and frequently involves personal hazard. Work standards and procedures are well established; however, significant independence and judgment are required of the employee. Work is reviewed by the Fire Captain through observation, reports and discussions.

Essential Duties and Illustrative Examples of Work

Responds on fire apparatus to incidents and performs all basic firefighting, emergency medical technician, and other hazard and threat mitigation functions including making hose and adapter connections, using self-contained breathing apparatus, advancing hose lines, using portable extinguishers, conducting salvage operations, using ground ladders, monitoring radio transmissions and relaying messages, assessing and treating patients, and lifting and moving patients. These functions are often carried out using specialized tools and techniques.

Uses hand tools, pneumatic tools, hydraulic tools, and other power tools to carry out functions such as forcing entry into structures, removing smoke and hazardous gases from structures, extrication of patients, and checking for fire extension.

After completion of departmental Relief Driver certification, serves as apparatus Driver/Operator when needed. This includes providing safe transport of personnel and equipment, operating the apparatus pump and/or aerial device, making hose and adapter connections, calculating friction loss and pressures, maintaining correct pressures and flows, and communicating with suppression crews and/or command.

Participates in departmental and Town-wide programs to establish and maintain strength, endurance, and general wellness.

Trains to assure proficiency with all hazard and threat mitigation functions, equipment, apparatus, street locations, and target hazards.

Participates in fire prevention and readiness activities including inspections, public education, demonstrating fire extinguishers, demonstrating and installing smoke detectors, preparing preplans, testing and maintenance of fire hydrants, testing and maintenance of apparatus, and testing and maintenance of other equipment.

Attends lectures, studies manuals, participates in drills and learns modern techniques to develop and maintain skills.

Maintains fire station facilities and grounds by cleaning, sweeping, mopping, painting, washing windows, mowing, landscaping and other associated tasks.

Performs other duties as assigned.

Knowledge, Skills, and Abilities

Specific knowledge, skills and abilities requirements are elaborated in the Fire Rescue Department Career Development Procedures. All employees must have the following:

Ability to produce accurate reports and written documentation.

Ability to support the values and goals of the department.

Ability to read and understand technical materials.

Ability to understand and follow oral and written instructions.

Ability to operate as a member of the team and establish and maintain effective relationships with persons encountered in the course of work.

Ability to remain in control and make sound decisions during high stress situations.

Working Conditions and Physical Requirements

Worker is exposed to the hazards of public safety and emergency services with significant risk of injury or loss of life being present in the work. Risks can be partially controlled by the use of safety precautions. In addition, improper actions can result in significant risk to others.

Worker may have contact with potentially infectious bodily fluids.

Work required is often carried out while wearing a respirator or self-contained breathing apparatus. Work may also be required to be performed in confined, high or elevated areas as well as in low visibility conditions.

Must be able to physically perform the basic life operational support functions of climbing, balancing, stooping, kneeling, crouching, crawling, reaching, walking, pushing, pulling, fingering, grasping, feeling, talking and hearing, and repetitive motions.

Must possess the visual acuity to operate apparatus and other equipment.

Must be able to perform heavy work exerting up to 100 pounds of force occasionally, 50 pounds of force frequently and up to 20 pounds of force constantly.

Desirable Education and Experience

High school diploma or equivalent degree supplemented with formal Fire Service training and experience, sufficient to meet the special requirements of the classification.

Special Requirements

- North Carolina Class C Driver's License (or equivalent State issued Driver's License)
- The following certifications must be obtained within the probationary period of 12-months and maintained:
 - North Carolina Firefighter
 - North Carolina Emergency Medical Technician
 - North Carolina Hazardous Materials Level I Responder

Additional Information

This position is classified as safety sensitive per the Town's Personnel Policy.

Fair Labor Standards Act (FLSA) Status

Non-Exempt

2025

Minimum Qualifications for Promotion

The purpose of this section is to provide employees a guide for future advancement within the structure of the Kernersville Fire Rescue Department. This plan allows for employee advancement through skill development, educational attainment, job proficiency, and acceptable performance.

Fire Rescue Department Career Development Program Chart

Classification	Criteria
Firefighter I	Experience- This is an entry level position. Continued employment is contingent upon successful completion of 12-month as a Probationary Firefighter.
	Required Certifications (Must be obtained within the 12-month probationary period and maintained) - NC EMT, NC Firefighter, NC Hazardous Materials Level I Responder
	Additional and Supplementary Requirements: Acceptable job performance will include: <ul style="list-style-type: none"> • Displays willingness and ability to support the values and goals of the department. • Displays knowledge and proficiency with regards to incidents and mitigation. • Displays knowledge and proficiency in the use, maintenance and checks of all assigned equipment and facilities. • Displays willingness and proficiency in training and fire prevention activities. • Displays willingness to participate in departmental and Town-wide programs to establish and maintain strength, endurance, and general wellness. • Displays willingness and ability to produce accurate reports and written documentation. • Displays willingness and the ability to read and understand technical materials. • Displays willingness and ability to understand and follow oral and written instructions. • Displays willingness and ability to operate as a member of the team and establish and maintain effective relationships with persons encountered in the course of work. • Displays willingness and ability to remain in control and make sound decisions during high stress situations.

Firefighter II	Experience Must successfully complete 12-month probationary period.
	<p>Required Certifications (in addition to FFI Requirements)- North Carolina Technical Rescuer - Technician Certification, KFRD Relief Driver (internal certification), and NC Class B Driver's License or equivalent State issued Driver's License.</p> <p>Note: Applicants may be hired in as a Firefighter II based on the following criteria:</p> <ul style="list-style-type: none"> • Two (2) years of immediate prior full-time firefighting experience; and • Agree to obtain KFRD Relief Driver (internal certification) within twelve (12) months of original hire date. 3/19/2025
	<p>Additional and Supplementary Requirements (in addition to Firefighter I Requirements)</p> <p>Acceptable job performance will include:</p> <ul style="list-style-type: none"> • Demonstrates competency to serve as apparatus Driver/Operator when needed. Functions include: Operating the apparatus pump and/or aerial device within tolerances, making effective hose and adapter connections, accurately calculating friction loss and pressures, using correct techniques to maintain correct pressures and flows, and effective communication with suppression crews and/or command. • Providing safe transport of personnel and equipment.
Firefighter III	Experience – Must have a minimum of two (2) years' experience as a Firefighter II with the Town of Kernersville Fire Rescue Department.
	Required Certification(s) (in addition to Firefighter I & II requirements) – Blue Card Incident Command Certification
	<p>Additional and Supplementary Requirements (in addition to Firefighter I & II requirements):</p> <p>Acceptable job performance will include:</p> <ul style="list-style-type: none"> • Displays willingness and ability to prioritize and multi task, as well as delegate tasks to others. • Serving as a mentor for other Firefighters.