

# SISTERS-CAMP SHERMAN FIRE DISTRICT

## Captain – Shift Commander (Paramedic Required)

### Captain – Shift Commander

Starting Salary \$97,570 - \$113,621 annually

Fulltime 48/96 Shift Rotation. Non-exempt.

(Placement in Salary Range Depends on Experience and Qualifications)

The Sisters-Camp Sherman Fire District (SCSFD) is seeking applicants for the position of Captain – Shift Commander. The Shift Commander is responsible for overseeing all fire suppression, rescue, emergency medical, and related activities across multiple stations during their assigned shift. As a senior leader, the Shift Commander ensures adherence to district policies, directs station operations, and manages personnel, including firefighter-paramedics, volunteer captains, and other volunteers. This role involves incident command during emergencies, ensuring safety, coordinating training programs, and managing station maintenance. The Shift Commander also plays a key role in budgeting, fire prevention, public education, and equipment management. The position requires a minimum of five years of full-time experience in firefighting/paramedic duties, with prior leadership experience preferred. Strong communication, leadership, and decision-making skills are essential, along with the ability to respond effectively in high-pressure situations.

### About the District

The Sisters-Camp Sherman Fire District provides a full range of emergency services to a diverse service area of approximately 55 square miles of fire protection and an Ambulance Service Area of approximately 800 square miles. The District is composed of career, volunteer, and resident volunteer firefighters, as well as a Fire Corps community support program. The District responds to roughly 1600 calls per year with 80% of requests for service being medical in nature. Much of the District is located within the Wildland Urban Interface which has a significant wildland fire history. The District is heavily involved in community events such as the Sisters Rodeo, the Sisters Outdoor Quilt Show, and the Sisters Folk Festival. The region is well known for its year-round outdoor recreational opportunities.

SCSFD has strong partnerships with neighboring fire districts. This position has the opportunity to support and further develop regional operational activities.

The application packet is available on-line at [www.sistersfire.com](http://www.sistersfire.com).

Completed applications must be received by March 28, 2025 @ 1700 (5 pm).

Please submit applications by email to: [alinker@sistersfire.com](mailto:alinker@sistersfire.com) AND [tcraig@sistersfire.com](mailto:tcraig@sistersfire.com)

Direct Any Questions to Deputy Chief Tim Craig: [tcraig@sistersfire.com](mailto:tcraig@sistersfire.com) 541-549-0771

\*Qualified applicants will be notified via email regarding details of testing process, which will include an assessment center.

### Ideal Candidate

The ideal candidate will be a motivated, community-minded individual who enjoys working with a positive team of career, volunteer, and resident-volunteer members. They will be a consummate professional, both on and off duty, and will set a good example for others to follow. The candidate will value employees and volunteers of the organization and will enhance an already strong team. They will have passion for training, coaching, and mentoring throughout the organization. The candidate will be forward thinking and motivated to make positive change.

Minimum Qualifications (See Position Description for full details. Exceptions made at the discretion of the Fire Chief if the candidate meets the intent of the position)

- Oregon or NREMT Paramedic License
- NFPA Fire Officer I, Instructor I, HazMat IC, Driver/Pump Operator
- NWCG ENGB
- NIMS ICS 100, 200, 300, 700, 800
- Must meet minimum physical and mental functions and must pass an annual physical ability test and/or medical evaluation.
- Must be able to successfully pass a District physical exam and drug test when required.

### Desired Qualifications

- Associates degree or higher in fire, EMS or related field.
- NFPA Fire Officer II or higher, Instructor II
- Incident Safety Officer & Blue Card Incident Commander Training
- NWCG Task Force Leader or higher
- NFA Managing Officer graduate, or enrollment

### Benefits

In addition to the posted wage, the Captain – Shift Commander will also receive the following benefits:

- Health and dental insurance, full premium paid by District for employee and family, plus VEBA contribution up to \$6,000 per year (family)
- PERS retirement-District pays employee contributions
- Deferred Compensation in lieu of Social Security at 6.2% of salary
- Paid vacation and holiday leave
- Life insurance, AD&D, Short- and long-term disability insurance, MASA
- Costco membership and cell phone reimbursement

