



## FIREFIGHTER/PARAMEDIC

The Town of Concord is seeking experienced paramedics as we progress into our **Advanced Life Support ambulance service in 2026**. Join our department and help build a foundation for excellence!

This recruitment is intended to fill multiple vacancies. MA Paramedic certification required, experienced paramedic preferred. The base salary range for this position is **\$79,395 – \$91,073**. Additional pay available on employment start date includes incentive for college degree, 9% - 16.5%, \$5,000 for qualifying master's degree. Firefighter Pro- Board certifications, up to \$2,750, and holiday pay.

Benefits include paid leave, including 24-hours vacation leave available on employment start date, in addition to normal first year vacation accrual. Insurance offerings are available for health, dental, vision, and life. Health plans include HSA and FSA options. Deferred compensation plans and MA pension.

We value diversity and welcome candidates from all backgrounds to apply, particularly those who may not have previously considered a career in the Fire Service. **Applications accepted until position(s) are filled.** The Town reserves the right to modify the application period. Applications will be reviewed as they are received, and the most highly qualified candidates will be invited to participate in one or more assessments and interviews. Specific details regarding assessments will be communicated to candidates as the process proceeds.

As conditions of employment:

- Successful candidates must be, and remain, a non-smoker as required by Massachusetts law.
- Successful candidates must obtain certification as Firefighter I and II through the Massachusetts Fire Academy full-time recruit academy as set forth by the Massachusetts Fire Training Council or equivalent full-time academy as determined by the Town of Concord prior to completion of their probationary period.

Appointment as a Firefighter will be contingent upon the satisfactory results of several pre-placement conditions including:

- Thorough background investigation, including motor vehicle and credit history records check.
- Pre-employment physical examination, drug screening test and psychological screening.
- Physical Abilities Test (PAT) administered by the Massachusetts Human Resource Division.
- A swim test that includes continuous swimming with and without a PFD, a dive to retrieve an object from a depth of at least nine feet, and treading water using legs only.

Costs for these pre-placement requirements will be borne by the Town.

**The Town of Concord is an EEO Employer. We seek employees who embody our values of integrity and respect, value service and collaboration, and support innovation and accountability. We are dedicated to fostering a workforce that embraces diverse identities and perspectives, strives for excellence, and upholds responsibility in all we do. A racially, ethnically, and culturally diverse team strengthens our organization, enriches our community, and advances equity and opportunity for all.**

**ESSENTIAL FUNCTIONS:**

*External and internal applicants, as well as position incumbents who are or become disabled as defined under the Americans with Disabilities Act, must be able to perform the essential job functions (as listed) either unaided or with the assistance of a reasonable accommodation to be determined by management on a case-by-case basis.*

Firefighter/EMTs must perform a wide range of fire and life protection responsibilities necessary for the safety of the community. These include, but are not limited to the following:

- Maintain fire and EMS equipment, station, and grounds; train and drill on procedures and techniques; perform fire prevention inspections and fire prevention activities as required.
- Perform emergency medical services, rescue, and life-saving functions such as moving patients, searching out and extricating victims.
- Provide basic and advanced life support.
- Protect life and property against fire by responding to alarms, driving and operating ambulances and fire apparatus, using medical equipment, ropes, ladders, extinguishers, applying water streams from hoses, ventilation, salvaging and overhauling, and preserving evidence of causes of fire.
- Perform all other essential functions of a firefighter as described in NFPA 1001: Standard for Fire Fighter Professional Qualifications, and functions described in the Massachusetts Statewide OEMS Protocol or required by our Medical Director.

**EDUCATION & EXPERIENCE REQUIREMENTS:**

- Physical condition necessary to pass a medical exam that is conducted in accordance with [the Commonwealth of Massachusetts Human Resources Division Physician's Guide Initial-Hire Medical Standards](#), as well as a physical strength and agility test.
- Certification as a Massachusetts Emergency Medical Technician – Paramedic.
- Eighteen (18) years of age or older at the time of application.
- High School diploma or equivalent.
- Possession of a valid driver's license and a safe driving record.
- Non-smoker.
- NFPA Standard 1001, Firefighter I and II Certification preferred.

**KNOWLEDGE, SKILLS & ABILITIES:**

- Good reading comprehension and writing skills: ability to prepare and read reports regarding different occurrences.
- Good verbal communication skills: ability to interact with coworkers, supervisors, and the public in an effective and unbiased manner.
- Good judgement, problem solving, and critical thinking skills.

- Good mechanical aptitude to learn technical knowledge and skills.
- Ability to function effectively in dangerous situations where personal safety may be in jeopardy and where conditions are stressful.
- Ability to use physical force to perform property and life-saving functions.
- Ability to operate equipment necessary for firefighting and rescue.
- Ability to work long hours during any part of a 24-hour day, including weekends and holidays.
- Ability to be flexible in response to changes, anticipated or not, in work assignments and related tasks.

***The above statements are intended to describe the general nature and level of work being performed by people assigned to do this job. The above is not intended to be an exhaustive list of all responsibilities and duties required. The omission of specific statements of duties does not exclude them from the position if the work is similar, related, or a logical assignment to the position.***

***This job description does not constitute an employment agreement between the employer and employee, and is subject to change by the employer, as the needs of the employer and requirements of the job change.***