



SOUTH THURSTON FIRE & EMS

JOB ANNOUNCEMENT

Lieutenant/EMT

South Thurston Fire & EMS is currently accepting applications for one Lieutenant/EMT position. The Lieutenant plans, organizes and supervises the work of firefighter/EMTs. Responds to emergencies with their crews and effectively places resources at the emergency scene, managing the company's emergency activities. The Lieutenant supervises non-emergency activities including facility, apparatus and equipment maintenance, training activities, and fire prevention. The Lieutenant may be assigned administrative responsibilities as needed. 2026 Starting Salary is \$104,305 - \$110,658.26 depending on experience.

Minimum Qualifications:

- 5 years active firefighting experience
- High School Diploma or Equivalent
- At least 21 years of age
- Valid Washington State driver's license
- Driving record consistent with Districts insurance carrier.
- Washington State EMT-B or National Registry
- Obtain Thurston County Medic One Protocol within 45 days of hire.
- IFSAC FF2 Certification
- IFSAC Instructor 1 Certification
- IFSAC Officer 1 (or obtain within 1 year)
- NWCG Wildland Firefighter 1 (or obtain within 1 year)
- Incident Safety Officer
- Blue Card Certified (or obtain within 1 year)

Desired Qualifications:

- Associates Degree in Fire Science
- Currently an Officer in a fire service agency with scene command and supervisory experience.
- IFSAC Fire Officer 2
- NFA Managing Fire Officer
- NWCG Single Resource Boss
- NFA Course - Professional Growth
- NFA Course - Perspectives in Thinking
- NFA Course - Framework to Success
- Basic Fire Investigation

APPLICATION DEADLINE: December 31, 2025– 5:00 PM



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Hours of Employment

This position shall be scheduled to work the 48-96 Work Schedule, 2 days on, 4 days off. Each shift is a 24-hour shift and shall not be scheduled more than 182 hours in a 24-day work period with one 10-hour Kelly day. Hours of work for this Kelly day will be 1700 until 0700 the following day.

Benefits

- Accrued Vacation and Sick leave
- Employer Paid Medical, Dental and Vision
- Employer Paid Life Insurance Policy
- LEOFF 2 Retirement
- Employee may contribute to WA Deferred Comp and AFLAC Supplemental Insurance
- Tuition Reimbursement Program
- Represented by IAFF Local #3825

Application

- Due Date – December 31, 2025 by 5:00pm
- Oral Board & practical – *TBA*
- Chiefs Interview – *TBA*

Interested candidates must complete the written examination and upload resume via Public Safety Testing by December 31, 2025 to be considered. Successful candidates can expect to participate in further testing processes including but not limited to oral boards, Chiefs interview, background check, physical exam, and drug testing.

IMPORTANT NOTES:

- Applicants must possess and provide a certified CPAT from PST(Public Safety Testing) or NTN(National Testing Network) taken within the last 12 months of application deadline.

All inquiries can be sent to: nijaha@tcf12.org