



SNOHOMISH REGIONAL FIRE & RESCUE



Lateral Paramedic/Firefighter Job Announcement 2025-06

Job Classification: Lateral Career Paramedic/Firefighter
Posting Closes: Ongoing

Snohomish Regional Fire & Rescue (SRFR) is providing an opportunity for you to join our family and help serve our diverse community. We have a number of open positions available now for Firefighter Paramedics at SRFR.

If you have a passion to serve others, are a continuous learner who works well in a team environment, and are respectful, effective, and humble with high integrity in all your actions then consider joining our team!

Eligible candidates must submit a resume and a letter of interest, detailing how they meet the minimum qualifications of the position, and submit proof of all requirements including current certifications via the [Government Jobs \(NEOGOV\)](#) platform, to be considered for this opportunity. This is an ongoing hiring process, and interviews will take place on an as-needed basis based on application volume.

First date of employment will depend on timing of interview process, lateral start dates are currently targeted for late February/ early March and mid-September annually.

Salary Information (current IAFF 2025 pay):

Firefighter Paramedic 1: \$10,017 / month
Firefighter Paramedic 2: \$11,071 / month
Firefighter Paramedic 3: \$12,126 / month

Note: Salary and rank will be determined based on qualifications and experience. For more detailed information on specific rank requirements, please see the IAFF 2781 contract located on our website: https://srfr.org/employment_careers/current_openings/index.cfm

Benefit Information:

- Generous Medical, Dental, Vision, and Health Reimbursement Account
- Deferred Compensation Match
- Longevity
- Disability Insurance
- Vacation, Holiday, Sick Leave Accruals



- Sick Leave Sell Back upon Separation/Retirement
- Tuition Reimbursement
- Educational Incentive
- Specialty Teams Incentive
- LEOFF II Retirement
- Retirement Medical Benefit

District Overview: Snohomish Regional Fire & Rescue serves over 160,000 people over 135 square miles. We are dedicated to saving lives, protecting property, and taking care of our community. We serve the cities of Lake Stevens and Monroe, as well as the unincorporated areas surrounding these communities (e.g., Clearview, Maltby, Machias, etc.).

Snohomish Regional Fire & Rescue has approximately 300 employees. We responded to more than 22,000 calls in 2022. SRFR responds from fire stations that are staffed 24 hours per day 7 days per week. We provide Advanced Life Support (ALS) and Basic Life Support (BLS) services as well as fire suppression, water rescue, fire prevention, inspections, and public education. We are also members of the Snohomish County Hazmat and Technical Rescue teams.

What to Expect as a Firefighter Paramedic at Snohomish Regional Fire & Rescue

Paramedics in Snohomish Regional Fire and Rescue operate with a high degree of autonomy and therefore must continually develop:

- Strong diagnostic and patient assessment skills
- Excellent critical thinking, clinical reasoning and problem-solving abilities to make rapid decisions under pressure
- Proficiency in procedures such as advanced airway management (e.g. rapid sequence intubation, etc.).
- Effective communication, leadership and teamwork

Paramedics who thrive in this environment are highly motivated, resilient professionals who combine technical mastery with a commitment to ongoing personal and professional growth, the ability to learn by approaching errors, complications or unexpected outcomes with humility and curiosity rather than judgment as well as a desire to uplift and empower their colleagues through training and mentorship

Minimum Job Requirements:

Age: 18

US Citizen: Must be able to legally work in the U.S.

High School Grad/GED: Yes

Ability to Read/Speak English: Yes

**Prior Experience Required:**

- High School diploma or GED
- Valid driver's license by hire date
- Minimum of twelve (12) months consecutive full-time, career structural firefighter work experience
- Must be currently employed, or have been laid off or separated/retired in good standing within the last twelve (12) months
- IFSAC Hazmat Awareness and Operations Certification
- IFSAC Firefighter I Certification
- IFSAC Firefighter II Certification
- Current Washington State (or state of residence) Emergency Medical Technician – Paramedic (EMT-P) certification; **OR**
- Current National Registry Emergency Technician – Paramedic (NREMT-Paramedic)

Additional Requirements:

- Successful completion of a recognized full-time, career structural fire academy within the last 15 years as determined by the SRFR Training Division.
- Members hired as a lateral paramedic/firefighter will attend a SRFR-oriented 'onboarding' academy
- Completion of a 12-month probationary period

Application Submission

Please submit your resume and letter of interest detailing how you meet the minimum qualifications of the position at <https://www.governmentjobs.com/careers/srfr>. If you have questions, please contact Snohomish Regional Fire & Rescue's Human Resources Division at hr@srfr.org or (360) 217-2151.

- Candidates must submit a resume and documentation of minimum qualifications by the application date to be considered for this position.
- Members will be ranked according to their interview score and final hiring decisions will be made after the Fire Chief's Interview.
- Background/reference check and pre-employment physical will be required after the Fire Chief's interview and prior to a final offer of employment.

Interview Process & Schedule:

This is an ongoing position opening. As such, first-round interviews will be held virtually on an as-needed basis, with in-person interviews and practical taking place twice per year (or additional as required) over a one week period. Dates will be communicated to candidates who successfully complete first-round interviews.

- First-round interviews: held remotely via Microsoft Teams on a rolling basis
- In-Person Interviews & Practical – *dates to be communicated*
 - Second-round interviews, Practical and Chiefs Interviews will be held in-person in Snohomish County, Washington at one of our District facilities.



An illustrative schedule of the in-person interview week is noted below:

- Day 1: Round 2 Panel Interview & Practical
- Day 2 - 3: Chiefs Interview
- Day 3 - 4: Initial Medical Evaluations
- Day 1 - 4: Ride-alongs available for candidates

Thank you for your interest in SRFR and look forward to speaking with you soon!

It is the policy of SRFR to afford equal opportunity to all employees and applicants for employment regardless of veteran status, race, religion, gender, sexual orientation, age, national origin, disability, or any other protected class. SRFR provides reasonable accommodation to all applicants who require such accommodation to apply for the position or to perform the essential functions of the job. The District also promotes a drug-free and smoke-free workplace.

