



Job Classification: Firefighter/Engineer



Charleston Fire District is currently seeking to hire for the position of Firefighter/ Engineer. This position requires the Agency Application to be completed and turned in to Captain Shield at Charleston Fire & Rescue located at 92342 Cape Arago Hwy/ Coos Bay/OR/97420. To be considered for the hiring process the application **must be completed and turned in by 5:00PM Friday May 08, 2026.** The agency application is available at www.charlestonfire.net. A resume is recommended and both can be emailed to charchief8201@gmail.com or delivered to Station 1 at the address above.

Salary Information:

Starting salary is \$53,250 annually at time of hire. After successful probation, there are 6 yearly step increases available over a 5-year period and an annual COLA.

Benefit Information:

- PERS paid by employer
- Health, Vision & Dental insurance 90% paid by employer
- \$25,000 life insurance policy
- Vacation and Sick leave accruals
- Deferred compensation available through Oregon Savings Growth Plan

Contact Information:

Captain Russell Shield
541-888-3268
541-435-7073
Charchief8201@gmail.com

Department Overview:

We are a small agency with 3 stations and our current staff includes: Career, intern, volunteer firefighters and volunteer support personnel. We currently utilize three full time shift firefighter/ Engineers, two shift lieutenants and one Captain on a 48/96-hour shift schedule. Our call volume averages over 900 per year and the past 36 months has required additional staffing to meet the community needs. One full-time position is currently available to fill a vacancy and other successful candidates may be placed on a call-back list to address additional staffing needs as they arise.

Area Information: Charleston / Coos Bay / Coos County. Our agency is close to fishing, hiking, ocean beaches and other outdoor recreational activities.

Population: 7,000



Job Requirements:

Age: 18

US Citizen: Lawfully work in the U.S.

High School Grad/GED: Yes

Valid OREGON State Driver's License: Yes

Ability to Read/Speak English: Yes

College: Associates in Fire Science preferred

Prior Experience:

2 years of structural firefighting experience is preferred, EMT or higher preferred, EMR is acceptable at time of hire and employee must complete EMT licensure within 12 months of hire date.

Qualified as NFPA Firefighter I, NFPA Driver/ Operator with NFPA Apparatus and Fire Pumps is preferred.

Necessary Certifications:

Have and maintain a State of Oregon Emergency Medical Responder or Emergency Medical Technician (EMT) - Basic Level or higher certification. EMT is preferred

Hiring Process:

- Application received by Friday May 08, 2026 at 5:00 PM
- Review and scoring of Applications & resumes
- Invites emailed
- Physical Abilities testing, pump operators testing and EMS scenario test for those candidates invited after application scoring administered by Charleston Fire Staff. (May 21, 2026 9:00AM)
- Oral interview by community interview panel (May 21, 2026, time TBD)
- Senior Officers interview and information session (May 21, 2026, time TBD)
- Offer of employment after Background investigation and medical consultation to determine fit for duty (May 26 - June 01, 2026)
- Employment start (June 16, 2026)

A Charleston Fire District application form is available at www.charlestonfire.net and may also be obtained from and returned to Chief Mick Sneddon, Charleston Fire District, 92342 Cape Arago Hwy, Coos Bay, OR 97420, (541) 435-7073 or emailing to charchief8201@gmail.com.

Specific Disqualifiers/Behaviors:

Felony, Criminal Activity Disqualifiers: Must be able to be certified by Oregon DPSST

Driving Disqualifiers: Must be insurable under Fire District's Insurance

Drug Use Disqualifiers: Drug Free workplace

General Statement of Duties:

As a member of a fire district and under the direct supervision of a fire district officer, a firefighter/Engineer performs firefighting, rescue, emergency medical care and other types of emergency response related duties. Participates in fire prevention, code enforcement, and public safety education activities. Helps to maintain and make minor repairs to the fire station, fire apparatus, and emergency response equipment. Participates in training and personal development activities necessary to acquire and maintain the knowledge and skills needed to perform the duties of a firefighter in a proficient and safe manner.

