

# SISTERS-CAMP SHERMAN FIRE DISTRICT

## ENTRY LEVEL & LATERAL FIREFIGHTER PARAMEDIC

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**Salary \$83,637-107,135 annually**

**Fulltime 48/96 Shift Rotation**

**(Placement in Salary Range Depends on Experience and Qualifications)**

The Sisters-Camp Sherman Fire District (SCSFD) is seeking applicants for the position of Firefighter/Paramedic. Serving in a progressive and dynamic, full-service fire and EMS organization means that our Firefighters/Paramedics get the opportunity to serve in emergency response, training, and community service roles.

Firefighter/Paramedic positions also serve as an engineer (apparatus operator) when all qualifications are achieved (NFPA Driver/Apparatus Equipped with Fire Pump/Mobile Water Supply Apparatus/Wildland Operator).

This recruitment is intended to fill three (3) new positions and establish an entrance register that will endure for up to 36 months.

#### About the District

The Sisters-Camp Sherman Rural Fire Protection District provides emergency services across a 55-square-mile fire protection area and an 800-square-mile Ambulance Service Area. Our team of career, volunteer, and resident firefighters responds to over 1,600 calls annually—75% of which are medical in nature. Located in a significant Wildland Urban Interface, the District is deeply rooted in the community through events like the Sisters Rodeo, Sisters Outdoor Quilt Show, and Sisters Folk Festival.

#### 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 enjoy training, coaching, and mentoring volunteers and resident volunteers. The candidate will have a history of community service and volunteerism that demonstrates a commitment to public service.

The application packet is available on-line at

[www.sistersfire.com](http://www.sistersfire.com)

Completed applications must be received by

**June 30, 2026 @ 1700 (5 pm).**

at the following location:

Sisters-Camp Sherman Fire District  
P.O. Box 1509, 301 S. Elm Street  
Sisters, OR 97759

Applications may be emailed to: [alinker@sistersfire.com](mailto:alinker@sistersfire.com)

Direct Any Questions to Battalion Chief Cody Meredith:  
[cmeredith@sistersfire.com](mailto:cmeredith@sistersfire.com) 541-549-0771

#### Minimum Qualifications

- Enrolled in a Paramedic Program at the Time of Application
- Oregon Licensed Paramedic by the end of the 12-month probationary period
- Proof of Completion of an NFPA Firefighter 1 Academy
- NIMS ICS 100, 700 (<http://training.fema.gov>)
- Must be able to successfully pass a pre-employment medical physical exam, drug test, and background screening

#### Desired Qualifications

- College Degree
- NFPA Firefighter 2, Instructor 1
- Driver, Pumper/Mobile Water Supply/Wildland Operator
- NWCG Firefighter Type 2 or Higher

A combination of experience and certification that meets the intent of the position may be considered by the District. For a complete listing of the duties and responsibilities please review the job description included in the application packet.

#### Benefits

In addition to the posted wage, Firefighter/Paramedics 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), Flexible Spending Account
- PERS retirement-District pays employee contributions
- Deferred Compensation instead 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

#### Hiring Timeline

- Applications Open – May 30, 2026
- Applications Close – June 30, 2026
- Invitations to Assessment – July 1, 2026
- Assessment Center – July 22, 2026
- Civil Service Meeting – July 24, 2026
- Chief's Interviews – Late July
- Anticipated Start Date – August 31, 2026

