

**CITY OF ROSEBURG
700 SE DOUGLAS
ROSEBURG, OREGON 97470
541-492-6770**



September 15, 2025

Position Title: Firefighter or Lateral Transfer

The City of Roseburg Fire Department is currently hiring for the position of Firefighter! Candidates are required to complete the following before **October 15, 2025, to be considered for the position:**

- [NTN's FireTEAM Exam](#)
- [CPAT](#)
- [PSSA](#)
- [Department Application](#)

Salary Information:

Entry level firefighter salary - \$6465 monthly

Lateral Annual Salary - \$6789 – \$7487 monthly*

Additional compensation is available for incentive pay based upon rank/step when achieving levels of certification and/or education as specified in the bargaining agreement.

*If selected, qualifying applicants for Lateral entry firefighter will receive salary, benefits, and vacation accrual depending on the candidate's prior years of service, education, training and experience up to a total of step 3.

Benefit Information: The City strives to provide the best, most equitable and cost-effective benefits for employees. The benefit package includes Medical, Vision, Dental, Long Term Disability, Life Insurance and various voluntary benefits including MASA Medical Transport Solutions and Aflac. The City participates in the State of Oregon Public Employees Retirement System (PERS) and currently pays the entire contribution on behalf of employees. All full-time employees working over 20 hours per week are eligible for medical benefits the first of the month following their date of employment. Links to the complete benefits resource guide can be found at: <https://www.cityofroseburg.org/departments/human-resources/employee-benefits>.

Department Contact: Autumn David, Human Resources Generalist, jobs@roseburgor.gov

Department Overview: The City of Roseburg Fire Department is dedicated to fostering a culture rooted in service, professionalism, and a strong commitment to rescue-centered firefighting. We proudly uphold a mission of providing excellent customer service to our community, backed by the latest in modern firefighting data. Our approach combines progressive and evidence-based tactics ensuring both efficiency and safety in every emergency response.

Our team operates out of three strategically located stations that enable us to respond swiftly to

emergencies across the city. In 2024 we answered more than 7,400 calls for service, reflecting the essential role we play in the safety and well-being of our residents.

We recognize that the strength of our department lies in the dedication and expertise of our firefighters, which is why we emphasize:

- **Aggressive Firefighting Tactics:** Our approach to residential firefighting prioritizes victim survivability and rapid removal.
- **Support for Professional Growth:** The growth and development of our team members is a top priority. We provide continuous opportunities for advanced training, certifications, and leadership development, helping each firefighter achieve their personal and professional goals.
- **A Balanced Work Schedule:** Our firefighters benefit from a 48/96 schedule (48 hours on, 96 hours off), designed to optimize both performance on the job and work-life balance.
- **Quality Equipment:** We're committed to maintaining a fleet of modern and effective fire apparatus as well as the most up to date fire and rescue equipment.

Joining the City of Roseburg Fire Department means becoming part of an organization that's passionate about service, safety, and growth. If you're ready to make a difference and advance your career in a supportive, progressive environment, we invite you to take the next step and apply to join our team.

Mission Statement: The City of Roseburg Fire Department proactively and aggressively protects life, property, and the environment with a culture of safety and leadership. We serve all with integrity, respect, and professionalism.

City Information: Roseburg is the county seat and largest city in Douglas County. The population is 24,258 with an urban daytime population of approximately 60,000. Roseburg is the hub of retail, government activity and medical services for Central Douglas County. The City is served by Roseburg School District #4, which has an excellent reputation and community support. Umpqua Community College is 5 miles north of the City and offers a varied curriculum with extensive adult education and community-oriented classes. Multiple locations at the college are available for cultural activities, and there is a thriving community theater group with its own venue in a city park.

The city boasts numerous park areas, including tennis courts, soccer and ball fields, a 9-hole golf course, skate park, disc golf course, dog park and walking trails. Roseburg is the location of choice for many who seek a high-quality living environment at a reasonable price. Various community events, including Graffiti Week, Art and Wine Festivals and Music on the Half Shell, among others, are held throughout the year for local residents and tourists. For Roseburg area tourism information go to <https://www.experienceroseburg.com/>

Population: 24,258

Job Requirements

Age: Must be at least 18 years of age at time of employment.

Citizenship Required: Yes

High School Grad / GED: Graduation from high school or completion of the equivalent GED certificate.

Driver's License: Valid Driver's License with acceptable driving record required; Oregon Driver's license must be obtained within 30 days of hire.

Vision: Vision corrected to 20/20

College: Two-year degree in Fire Science, must provide copy of college transcripts ("official" transcripts not required).

Any satisfactory equivalent combination of experience and training which ensures the ability to perform the work may substitute for the above.

Academy Certification: No

Necessary Certifications: Valid Oregon EMT Level B Certification at time of application; National certification will be accepted at application; however, Oregon EMT must be obtained within 30 days of hire.

Additional Lateral Transfer Requirements: 2 years of current and continuous full-time employment as a career structural firefighter with a city municipality or a fire district.

NFPA Firefighter 1 certification

NFPA Apparatus Driver Operator certification

Additional Requirements:

Excellent physical condition (medical examination is required).

Must be a nonsmoker at time of employment and for six months prior to appointment.

Hiring Process: Must successfully complete FireTEAM written exam and Candidate Physical Ability Test (CPAT) as part of the application process or within one year prior to application date.

The closing date to submit scores through NTN is October 15, 2025. A link to the department application will be sent to qualifying finalists selected by the department.

The following selection process steps will occur for those successfully completing each step:

1. Applications will be screened for minimum qualifications & preferred qualifications
2. Assessment Process
3. Chief's interview
4. Background investigation
5. Criminal and Driving Record Check
6. Pre-employment physical and drug screening

GENERAL POSITION SUMMARY:

Responsible for fire suppression, fire prevention, water hydrant systems and fire equipment maintenance to save lives and protect property. Maintains quarters on 48-hour shifts. Provides emergency medical services.

ESSENTIAL FUNCTIONS:

- Respond to fire alarms and emergencies.
- Respond to all types of medical emergencies and rescue alarms with rescue apparatus and administers emergency medical treatment.
- Maintain a good working knowledge of the City geography including streets, block numbers and fire hydrant locations, plus unique characteristics of buildings in the City applicable to firefighting.
- Assist with rescue operations including extrication.
- Perform hose lays, ladders, salvage, rescue, ventilation and cleanup operations and use specialized firefighting apparatus, equipment and tools.
- Operate and maintain all fire department apparatus and equipment.
- Maintain fire department equipment and grounds including routine housekeeping, maintenance duties such as painting and general grounds work.
- Practice firefighting skills in organized drills under direction of training officers.
- Conduct fire prevention activities (inspections, violation notices) including public relations presentations and tours.
- Maintain good physical condition as specified in department standards.
- Act in capacity of a driver/engineer when necessary.

WORKING CONDITIONS: While performing the duties of this job, work is performed both indoors and outdoors; often being exposed to very hot or very cold temperatures. Work in an enclosed vehicle, such as a fire truck, on a daily basis. Requires specialized safety gear and a special uniform. Regularly wear specialized equipment, such as self-contained breathing apparatus. May regularly be exposed to hazardous equipment. Regular exposure to contaminants. Regularly exposed to hazardous situations and conditions. Because of this, incumbents may suffer cuts, bites, stings and minor burns. Exposure to sounds and noise levels that are distracting and uncomfortable on a regular basis. Regularly work in cramped places that require getting into awkward positions. Exposure to extremely bright or dim lighting conditions. May occasionally be exposed to high places. Requires work to be performed very near each other and other people, sometimes within inches. May have to physically assist victims when escaping a dangerous situation. May require some exposure to hazardous traffic conditions.