



Town of Branford Job Announcement

Posting Date: May 12, 2025

Closing Date: May 23, 2025

Job Title: Firefighter/Paramedic

Employment Type: Full -Time

Internal Applicants and Lateral/ Certified Applicants Only

Hours per Week: 42, per Collective Bargaining Agreement

Department/Location: 45 North Main Street

Pay Scale: \$27.61-39.53/hour

Union Affiliation: Local 2533- IAFF

The Branford Fire Department is currently recruiting candidates for the position of full-time Firefighter/Paramedic. The current shift schedule is 24/72 rotation. Please visit our website at <https://www.branford-ct.gov/departments/human-resources> to reach the Official Town Employment Application and to view the union contract.

Email your resume, cover letter, and application to: CAREERS@BRANFORD-CT.GOV

Requirements:

The Branford Fire Department will be accepting applications for the position of full-time Firefighter/Paramedic through Friday May 23rd, 4:00 PM.

1. Applicant must be a current full-time EMS employee in good standing, or a part-time EMS employee who has completed one year of service with the Branford Fire Department or be an active full-time employee in good standing of a career fire department.
2. Lateral Certified Applicants must have successfully completed a regional recruit class, i.e., the Connecticut Fire Academy Recruit Firefighter Class or equivalent **within the past three (3) years**
3. Applicant must possess National Registry EMT-Paramedic prior to employment date.
4. Applicant must possess existing medical control through Yale New Haven Center for EMS or be able to obtain such within one year of employment date.
5. Applicant must possess a valid Candidate Physical Ability Test (CPAT) certification in accordance with the CT Fire Academy Recruit Fire School entry requirements (proof required). Candidates without CPAT will need to obtain CPAT certification prior to conditional job offer.
6. Applicants must possess a High School Diploma (or equivalent) and a valid driver's license. **A copy of both must accompany application for employment.**
7. Candidates must obtain a Connecticut Q endorsement (or CDL) to operate fire apparatus within 18 months of employment date.
8. Candidates must successfully pass the written and oral exams with a minimum score of 70%.

9. A background check and physical exam, with drug and alcohol screening, will be conducted immediately after conditional offers are extended.
10. Candidates who advance will then be interviewed by the Board of Fire Commissioners and a conditional offer of employment will be made to an individual for the position of Firefighter/Paramedic.
11. Candidates will be required to attend and successfully complete the 15-week Connecticut Fire Academy Recruit program in August 2025, or next available class. Candidates who have completed this program or equivalent in the past 36 months from date of hire may not be required to attend.

Internal Applicants Only

Recruitment Plan

- All employment documents to be directed to Human Resources.
- Human Resources to screen all applications to meet the minimum qualifications.
- Applications, accompanied by a resume, and required documents, to be due, at Human Resources email: careers@branford-ct.gov , by May 23, 2025, 4:00 PM.
- Candidates shall successfully pass a written exam, to be administered on **TBD**.
- Candidates shall successfully pass an oral panel exam, on a date to be determined, with a minimum score of 70%.
- Candidates meeting the minimum requirements and the minimum exam scores may be selected for an interview with the Office of the Chief. Candidates currently enrolled in a paramedic program should indicate their anticipated completion date.
- Candidates who advance will then be interviewed by the Board of Fire Commissioners and a conditional offer of employment will be made to an individual for the position of Firefighter/Paramedic.
- A background check and physical exam, with drug and alcohol screening, will be conducted immediately after conditional offers are extended.

See attached document for a full job description.

The Town of Branford is dedicated to diversity and equal opportunity employment. Women and minorities encouraged to apply. The Town of Branford reserves the right to limit the number of qualified candidates who will be considered for the position. The files of all qualified candidates will be maintained for a minimum of six months from the announcement date, and the qualified candidates may be considered for the same or similar positions. All candidates must successfully pass a post-offer medical examination, which includes a substance abuse test given at the Town's expense. The Town of Branford conducts background investigations for all positions prior to hiring. Refusal to sign the release form will terminate the candidate from further consideration.



Town of Branford Job Description: Firefighter Paramedic

Location / Department	Fire Headquarters, 45 North Main Street
Reports To:	Fire Chief, Fire Marshall Captain
Position Status:	Full Time, Hourly, Non-Exempt
Weekly Hours:	42
Salary Classification:	N/A
Affiliation:	Branford Professional Firefighters Local #2533

Position Summary/Purpose:

To protect life and property by performing firefighting, emergency medical aid, hazardous materials and fire prevention duties. Maintains fire and medical equipment apparatus and facilities.

Essential Job Functions:

(The essential functions or duties listed below are intended only as illustrations of the various types of work that may be performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related or a logical assignment to the position.)

- Performs fire-fighting activities including driving fire apparatus, operating pumps and related equipment, laying hose, and performing fire combat, containment and extinguishment tasks.
- Performs pre-hospital emergency medical care according to established medical protocols.
- Participates in fire drills, attends classes in fire-fighting, emergency medical, hazardous materials, and related subjects.
- Receives and relays fire calls and alarms. Operates radio and other communication equipment.
- Participates in the inspection of buildings, hydrants, and other structures in fire prevention programs.
- Maintains fire equipment, apparatus and facilities. Performs minor repairs to departmental equipment.
- Performs general maintenance work in the upkeep of fire facilities and equipment; cleans and washes walls and floors; cares for grounds around station; makes minor repairs; washes, hangs and dries hose; washes, cleans, polishes, maintains and tests apparatus and equipment.
- Assists in developing plans for special assignments such as emergency preparedness, hazardous communications, training programs, fire-fighting, hazardous materials, and emergency aid activities.
- Presents programs to the community on safety, medical, and fire prevention topics.
- Performs salvage operations such as throwing salvage covers, sweeping water, and removing debris.

Other Functions

- Performs similar or related work as required, directed or as situation dictates.

Supervision:

Supervision Scope:

Performs varied and responsible firefighting, medical aid activities responsibilities concerning training, fire safety and fire prevention

Supervision Received:

Works under the immediate direction of the Deputy Chief and or Captain

Supervision Given: none

Minimum Required Qualifications

Education, Training and Experience

- 1) High School Diploma or GED equivalent, Copy of valid driver's license
- 2) Valid Emergency Medical Technician Certification or Paramedic License
- 3) Connecticut Firefighter I Certification

Special Requirements

All candidates will be required to have a valid Candidate Physical Ability Test (CPAT) card prior to hire date. The Branford Fire Department considers CPAT cards to be valid for no more than twelve (12) months.

Knowledge, Ability and Skill

Knowledge: working knowledge of driver safety

Ability: Ability to learn the operation of fire suppression and other emergency equipment; Ability to perform work standard firefighting emergency medical aid hazardous materials and fire prevention techniques. Ability to perform strenuous or peak physical effort during emergency, training or station maintenance activities for prolonged periods of time under conditions of extreme heights, intense heat, cold or smoke. Ability to act effectively in emergency and stressful situations.

Skill: Excellent verbal and written communication skills: firefighting skills, emergency management skills skill in motivating, and training

Job Environment:

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Work is performed primarily in office, vehicles, and outdoor settings, in all weather conditions, including temperature extremes, during day and night shifts. Work is often performed in emergency and stressful situations. Individual is exposed to hearing alarms and hazards associated with fighting fires and rendering emergency medical assistance, including smoke, noxious odors, fumes, chemicals, liquid chemicals, solvents and oils.

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is frequently required to sit; talk or hear; stand; walk; use hands to finger, handle, or operate objects, tools, or controls; and reach with hands

and arms. The employee is occasionally required to climb or balance; stoop, kneel, crouch, or crawl; and taste or smell.

The employee may frequently lift and/or move up to 10 pounds and occasionally lift and/or move up to 100 pounds. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and the ability to adjust focus.

Physical and Mental Requirements:

Work Environment	None	Under 1/3	1/3 to 2/3	Over 2/3
Outdoor Weather Conditions			X	
Work in high, precarious places			X	
Work with toxic or caustic chemical		X		
Work with fumes or airborne particles			X	
Non weather related -extreme heat/cold			X	
Work near moving mechanical parts			X	
Risk of electrical shock			X	
Vibration			X	
Other-				

Physical Activity	None	Under 1/3	1/3 to 2/3	Over 2/3
Standing			X	
Walking			X	
Sitting			X	
Talking & Hearing			X	
Using hands/fingers to handle/feel			X	
Climbing or balancing			X	
Stooping, kneeling, crouching, crawling			X	
Reaching with hands and arms			X	
smelling			X	
Bending, pulling, pushing			X	
Other-Driving			X	
Other-				

Lifting Requirements	None	Under 1/3	1/3 to 2/3	Over 2/3
Up to 10 pounds		X		
Up to 25 pounds		X		
Up to 50 pounds			X	
Up to 75 pounds			X	
Up to 100 pounds			X	
Over 100 pounds			X	

Noise Levels	None	Under 1/3	1/3 to 2/3	Over 2/3
Very Quiet (forest, isolation booth)		X		
Quiet (library, private office)		X		
Moderate noise (computer, light traffic)			X	
Loud Noise (heavy equipment/traffic)			X	
Very Loud (jack hammer work)		X		

Vision Requirements:

- ☒ Close vision (i.e. clear vision at 20 inches or less)
- ☒ Distance vision (i.e. clear vision at 20 feet or more)
- ☒ Color vision (i.e. ability to identify and distinguish colors)
- ☒ Peripheral vision (i.e. ability to observe an area that can be seen up and down or left and right while the eyes are fixed on a given point)
- ☒ Depth perception (i.e. three dimensional vision, ability to judge distances and spatial relationships)
- ☐ No special vision requirements

(This job description does not constitute an employment agreement between the employer and employee. It is used as a guide for personnel actions and is subject to change by the employer as the needs of the employer and requirements of the job change.)