Shoshone-Paiute Tribes P.O. Box 219 Owyhee, Nevada 89832, PH: (208) 759-3100, Fax: (208) 277-1890 Email: hr@shopai.org

JOB ANNOUNCEMENT

POSITION: Structure/Wildland Firefighter (Entry Level)
SALARY: DOE
SUPERVISOR: Fire Management Officer
DEPARTMENT: Fire Management
CLASSIFICATION: Non-Exempt
LOCATION: Owyhee, NV

OPENS: October 27, 2026 CLOSES: November 10, 2026

SPECIFICATIONS: All applications must be fully completed. Any incomplete, undated or unsigned applications will not be processed (Do not refer to the resume in lieu of making required comments on the application) **Please attach all required documentation as specified in the Job Announcement. Failure to attach required documents will disqualify you from consideration for this position.** Employment Applications are available at the Human Resource Department. Any questions regarding this position is to be directed to the Human Resource Department at the above listed telephone number.

Preference for filling vacancies will be given to qualified Indian Applicants in accordance with the Indian Preference Act (Title 25 U.S. Code, Section 472 and 473). However, the Shoshone-Paiute Tribes is an equal opportunity employer and all qualified applicants will be considered in accordance with the provisions of Section 703 (l) of the Title VII of the Civil Rights Act of 1964, as amended.

The Shoshone-Paiute Tribes application form for employment must be received by the Human Resources Office by 5:00 PM of the closing date of this job announcement.

In accordance with Shoshone-Paiute Tribes' Resolution No. 00-SPR-31, all new employees are required to pass a pre-employment drug/alcohol test.

THE SHOSHONE-PAIUTE TRIBES RESERVES THE RIGHT TO CONDUCT BACKGROUND CHECKS ON ALL NEW EMPLOYEES. In accordance with Shoshone-Paiute Tribes' Resolution No. 95-SPR-135

SPECIAL CONSIDERATIONS:

This position is subject to random drug testing and a background check as a condition of employment. This individual operates Tribal vehicles and equipment on a regular basis. This person comes into close contact with children and seniors in the course of delivering service to the community. This individual works in hazardous environments (machinery, electricity, chemicals, fire/smoke, etc).

JOB FUNCTION:

This position is located on the Duck Valley Indian Reservation. The incumbent will serve as a Wildland Firefighter, Structural firefighter. Will also serve as an incident commander in response to structure fire incidents, vehicle accidents, hazardous materials incidents, and search/rescues.

WORK ENVIRONMENT:

Work in outdoor and indoor environments with intermittent to frequent exposure to a variety of extreme weather conditions including heat, rain, cold, wind and dust; Work under significant risk conditions such as fire, injury and death; Occasional work in confined areas; Exposure to hazardous materials may occur. Work assignments and emergency dispatches may last up to sixteen hours and longer, involves night work and/or weekends, exposes incumbent to intense heat, thick smoke, hazardous materials, natural elements and extreme cold weather. A certain amount of risk is associated with the operation of motor vehicles on unimproved roads and trails and incident responses. Emergency calls can cover anything – brush fires, structure fires, automobile accidents, life-threatening medical emergencies, non-life-threatening medical calls, and false-alarms. All must be responded to with the same speed and professionalism. Firefighting is a dangerous occupation. Firefighters must enter burning structures. Once inside the structure, Firefighters must search for victims, the source of fire, and ways to extinguish the fire. In this process, Firefighters are exposed to extreme heat, smoke and fumes.

JOB SUMMARY:

1. Responds to emergencies; operates various firefighting Engines and rescue equipment; performs fire ground operations; responds to and participates in mitigation of emergency situations
2. Directs and performs structure fire suppression efforts in initial attack to safely and effectively size-up and determine appropriate management response (direct, indirect, search and rescue, rapid intervention, etc.).
3. Responds to environmental emergencies performing heavy physical work, including structure fires, Wildland fires, medical aids, vehicle accidents, hazardous materials incidents, rescue efforts and other emergency calls.
4. Ensures readiness of structure suppression equipment and personnel. Organized fire caches, maintains inventory and accountable property, positions equipment and personnel needs and recommends equipment and personnel funding requests.

5. Serves on mutual-aid assignments (off reservation dispatch). Coordinates follow-up actions with supervisor.
6. Conducts field reconnaissance of proposed prescribed burn units for residential safety. Makes recommendations on appropriate treatment techniques for meeting management objectives. Performs post burn evaluation and completes documentations (fire reports), including cost, fire behavior, fuel types, and smoke management.
7. Distributes and controls work assignments among engine crew, assures timely accomplishment of assigned tasks, maintains work notes and records, makes reports on work performance, ensures that the work is carried out safely, reports on performance and problem issues.
8. Participates in public education programs; makes presentations to school children, service departments, and public gatherings on fire and burn prevention; represents the department at public functions to promote fire and burn prevention in the general public.
9. Responds to vehicle accidents, secures scene, stabilizes all involved vehicles and extricates victims from entrapment in a safe, secure manner.
10. Search and Rescue lost, stranded, or disabled hunters, hikers, fishermen, tribal members in protection district and surrounding areas. Safe use of wench and chains used to pull vehicles and victims.
11. Attends and participates in all mandatory training activities, practice drills, and physical fitness programs regardless of scheduled duty day
12. Inspects, cleans and services fire fighting equipment and apparatus; maintains clean and orderly conditions in and about the fire station; tests and maintains hydrant systems.
13. Make forced entries into grounds/structures by cutting locks, breaking doors, windows or roofs as needed to gain access to ventilate structures and vehicles. This may involve using hand tools such as axes, sledge hammers, battering rams and power tools.
14. Face life and death decisions during emergency conditions. Be exposed to grotesque sights and smells associated with major trauma, burn victims and death.
15. Participates in community events; represents the department in a respectful and professional manner
16. Performs other related duties as assigned.

KNOWLEDGE, SKILLS AND ABILITIES

1. Knowledge of basic fire behavior and suppression techniques.
2. Knowledge of universal fire vocabulary, Basic CPR and First Aid, and Basic life support techniques and/or attainable within the first 6 months
3. Knowledge of basic mechanical and building- construction maintenance principles.
4. Knowledge of universal safety precautions when providing medical attention.
5. Knowledge of equipment safety inspection procedures.
6. Knowledge of the proper handling of toxic/hazardous materials.
7. Ability to obtain a Class appropriate Driver's License with Department Specific Endorsements.
8. Ability to operate all fire, emergency and communication equipment, and apparatus.

9. Ability to put on and work in safety gear in hot conditions.
10. Ability to administer medical care and life support procedures.
11. Ability to identify and solve problems thinking and acting quickly in emergency situations.
12. Ability to communicate effectively with individuals of all ages in various emotional states.
13. Ability to communicate in person and by any form of communication device, understand and follow directions under stressful conditions.
14. Ability to remember and make a written record of observations and actions taken.
15. Ability to comprehend reading materials.
16. Ability to use a computer to enter and retrieve information.
17. Ability to establish and maintain effective working relationships with superiors, peers, subordinates, and the general public

MINIMUM QUALIFICATIONS

1. Must Possess High School Diploma or G.E.D
2. Must be able to lift a minimum of 50 lbs.
3. Must successfully complete a pre-employment drug/ alcohol screen and background Check
4. Must pass Physical Fitness Test annually. (Arduous Pack Test)
5. Must be professional, polite, and respectful towards all guests.
6. Must be able to handle extended hours when necessary.
7. Excellent interpersonal skills with demonstrated patience, tact and respect
8. Must possess a valid Nevada or Idaho state driver license

PHYSICAL DEMANDS:

1. Strength, stamina and dexterity to work with equipment on all types of fires and withstand extended periods of physical exertion: moving from place to place at emergency sites; repeatedly stooping, standing, sitting and walking on uneven or slippery surfaces.

2. Dexterity and coordination to handle fire equipment, apparatus and tools; occasional lifting and carrying of objects weighing up to 50 lbs.; strength to move the weight of an average human body, and to swing an axe in an overhead method; climb up and down ladders; enter confined spaces and other areas; visual acuity sufficient to read gauges and observe conditions at emergency sites in a variety of lighting conditions, including bright light, low light, and low visibility conditions.