



FIREFIGHTER
Position Number: 0001 - Level Firefighter
ANZSCO: 441212

JOB DESCRIPTION FORM

THE ROLE

As a member of a team, prepares for and responds to emergencies, and provides support in community centred emergency management and hazard prevention activities.

REPORTING RELATIONSHIPS

ORGANISATIONAL STRUCTURE:	OPERATIONS
THIS ROLE REPORTS TO:	STATION OFFICERS
POSITION THAT REPORT TO THIS ROLE: NIL	

ABOUT US

As Western Australia's leading hazard management agency, the Department of Fire and Emergency Services performs a critical role coordinating emergency services for a range of natural disasters and emergency incidents threatening life and property.

Our volunteers are the biggest workforce of our organisation and play an important role in keeping our community safe. DFES recognises the critical role our volunteers play and the positive impact they make to the community. Supported by this extensive network of volunteers and career workers, DFES works together with the community and government to prevent, prepare for, respond to and recover from a diverse range of emergencies.

SPECIFIC RESPONSIBILITIES

Employees are required to undertake all duties and responsibilities in accordance with the Department's Code of Conduct, Policies/Procedures and relevant legislation.

A firefighter must work as a member of a cohesive and cooperative team, under supervision, whether involved in emergency response or work associated with maintaining readiness or community safety activities.

Working Conditions

The work of a Firefighter involves exposure to the following:

- Rapid transition from rest to maximum exertion;
- Extensive time outdoors exposed to the elements;
- Extreme fluctuations in temperature while wearing equipment that significantly impairs body temperature regulation;
- Extreme environments, including high noise, poor visibility, limited mobility, at heights, in enclosed or confined spaces, and slippery and other hazardous surfaces that carries risk of personal injury;
- Chemical, biological, radiological and nuclear incidents that require the safe and effective use of appropriate protective equipment; and
- Performance of tasks during emergency conditions that may lead to potential for critical incident stress.

Emergency Response

- Directly participate in emergency incidents to assist and safeguard people, property and/or the environment including responding to fires (bush, structural and hazardous materials), vehicle accidents, rescues and other emergencies;
- Operate vehicles and equipment in emergency and non-emergency situations;
- Undertake relevant incident and non-incident related communication;
- Liaise with other emergency service personnel and members of the public, including people under duress;
- Actively participate in specialised training programs and exercises provided by DFES; and
- Maintain equipment, vehicles and self, including ongoing study, to ensure operational readiness.

Community Safety and Hazard Prevention

- Participate in public community education programs (including school visits) and community centred emergency management activities;
- Carry out or assist with inspection of properties for compliance with building codes and relevant standards, including risk assessments; and
- Contribute to environmental care through appropriate activities including bushfire mitigation strategies.

Other

- Report all health and safety hazards, near misses and injuries.
- Actively participate in managing risk and, resolving health and safety issues and promoting a safe place of work.
- Actively participates in managing own physical and psychological wellbeing.
- Undertake other duties as required.

SELECTION CRITERIA

Applicants should demonstrate their capacity to meet the following criteria which should be read in conjunction with the specific responsibilities of this role.

ASSESSMENT CRITERIA – Applicants will be assessed on the following criteria (which should be read in conjunction with the Specific Responsibilities and the competencies outlined below) for their suitability for appointment as a Firefighter in different stages throughout the recruitment process:

1. High level of physical fitness with no medical conditions that may inhibit performance as a Firefighter.
2. Ability to work effectively as a team member in workplace or community settings.
3. Demonstrated problem solving ability, including the capacity to learn and follow instructions.
4. Good written, oral and interpersonal communication skills.
5. Demonstrated understanding of DFES and the role of a career firefighter within the WA community.
6. Ability to cope with difficult and stressful circumstances.

COMPETENCIES TAKEN FROM THE FIREFIGHTER SUCCESS PROFILE

- Adapts to the team
- Builds relationships and establishes rapport
- Achieves goals and work tasks
- Demonstrates integrity
- Copes with pressure and setbacks
- Adapts to change
- Follows directions and procedures
- Focus on personal and professional development
- Innovative

ESSENTIAL DOCUMENTATION – Applicants must ensure they provide the following documentation. Specified timeframes may apply for specific documentation.

Prerequisites:

1. Australian Citizenship, Permanent Residency status or an entitlement to live and work indefinitely in Australia (e.g. Special Category Visa Holder (New Zealand citizen))
2. Current First Aid Certificate (HLTAID003)
3. Current Western Australian C Class unrestricted driver's licence*

*Interstate licences accepted but must be transferred to WA licence upon offer of employment

Additional documentation required:

1. Current Advanced First Aid Certificate (HLTAID006)
2. Current Advanced Resuscitation Certificate (HLTAID007)
3. Current Western Australian or national Heavy Rigid B (synchromesh gearbox) driver's licence

4. Current Australian National Police Certificate
5. Current Working with Children Check

POSITION INFORMATION

LOCATION: Metropolitan or regional career fire stations, as assigned.

SPECIAL CONDITIONS: The Department is an emergency services organisation and employees in this position will be required to work regular weekends and evenings out of normal business hours.

Firefighters may be required to work anywhere in Western Australia to assist with emergencies or hazard planning activities.

Employees in this position must successfully complete the compulsory five-year Firefighter Development Program to reach the rank of Senior Firefighter.

CERTIFICATION

The details contained in this document are an accurate statement of the duties, responsibilities and other requirements of this position.

Authorised and signed by:

DEPUTY COMMISSIONER OPERATIONS

Name: Craig Wozers

Signature: [Signature]

Date: 17/02/2020

MANAGER WORKFORCE SERVICES

Name: Helen Redmond

Signature: [Signature]

Date: 4 February 2020

JDF REGISTRATION – RECRUITMENT USE ONLY

This Job Description Form (JDF) was registered by:

HR Consultant Name: Kate Williams-Coomer

HR Consultant Position: Firefighter Recruitment Coordinator

HR Consultant Signature: [Signature]

Date: 20/2/20