



## City of Fitchburg (WI) Career Firefighter

SALARY	\$23.88 Hourly	LOCATION	Fitchburg, WI
JOB TYPE	Full-Time 1.0 FTE	JOB NUMBER	202600017
DEPARTMENT	Fire Department	DIVISION	Career/FT
OPENING DATE	03/20/2026	CLOSING DATE	4/12/2026 11:59 PM Central

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### Description



The City of Fitchburg Fire Department is currently accepting applications from motivated individuals who have a strong passion to protect life and property as our next Career Firefighter.

This recruitment may be used to fill future permanent full-time vacancies as a Firefighter within the next twelve (12) months.

### About Fitchburg Fire

The [Fitchburg Fire Department](#) strives to **Serve** by providing care through a dedicated and dependable response; **To Learn** by exercising readiness through repetition and vigilance. We will train to our limits... (not afraid of failure in a training environment) as we work toward competence and confidence; **To Respect** by exhibiting teamwork, honor, and accountability at all levels- continually treating others in a way that we would want to be treated; **To Lead** through initiative and service excellence, we are committed to be an example in our profession and in our community.

### The Opportunity

This position is responsible for responding to requests for emergency assistance and performing fire prevention inspections. The position generally functions at the task level to stabilize emergency incidents and enforce municipal fire prevention ordinances. The position requires extensive training in the operation and maintenance of motorized fire

apparatus, hand tools, and power equipment. Performance of assigned duties will often occur in hazardous settings under a wide range of environmental conditions.

## Responsibilities

### Essential Functions:

- Perform duties and activities as may be required by municipal ordinance, state statute, or policies and procedures of the fire department to ensure compliance with building construction, fire prevention, and life safety codes.
- Respond to fire incidents to save and protect life and property under emergency conditions. Operate hand and/or specialized power equipment and apparatus to suppress various types of fires under diverse conditions. Exercise police powers in responding to emergency situations. Operate fire vehicles/apparatus as assigned. Participate in related salvage activities.
- Inspect buildings for potential fire hazards and evaluate compliance with fire prevention ordinances.
- Identify fire regulation violations and issue reports and forms to building owners.
- Instruct the public on fire and life safety topics.
- Attend required drills and other in-service training activities conducted by the fire department.
- Attend external fire service-related courses as approved by the Fire Chief.
- Read and study assigned materials in order to remain current on topics related to fire prevention and suppression, technical rescue, fire and life safety codes, and public safety education.
- Inspect, operate, and maintain fire apparatus, fire stations and other fire department facilities, grounds, and equipment as assigned.
- Perform hydrant and hose tests as required.

### Other Functions:

- Acknowledge and respond to dispatched alarms and other calls for emergency assistance.
- Select and don personal protective equipment appropriate to the emergency response.
- Drive and operate fire department vehicles and equipment.
- Communicate with incident commander and other responders via radio.
- Perform search and rescue tasks, as required, to accomplish life safety objectives established by the incident commander.
- Perform fire suppression tasks or other related activities, as required, to accomplish incident stabilization objectives established by the incident commander.
- Perform salvage and overhaul tasks, as required, to accomplish property conservation objectives established by the incident commander.
- Inspect and restore personal protective equipment, fire apparatus, facilities, and equipment upon the conclusion of each emergency response in order to ensure readiness for use during any subsequent emergency event.

## Minimum Qualifications

### Supervisory Requirements:

- None

### Education and/or Experience Requirements:

- High school diploma or equivalent.
- Associate Degree in fire service-related field is desired.
- At least two years of previous firefighter experience with a fire department is desired.

### Licenses and Certifications

- Valid driver's license (possessed at time of application for employment).
- Emergency Medical Responder or higher (possessed at time of application for employment).
- State of Wisconsin Certified Firefighter I (possessed at time of application for employment).
- CPAT Certification (possessed at time of employment start date).
- State of Wisconsin Certified Firefighter II (within the probationary period).

- State of Wisconsin Certified Fire Apparatus Driver Operator-Pumper (within the probationary period).
- State of Wisconsin Certified Fire Apparatus Driver Operator-Aerial (within the probationary period).
- State of Wisconsin Certified Fire Inspector (within the probationary period).
- State of Wisconsin Licensed Emergency Medical Technician – Basic (within the probationary period).

## Special Requirements

### Knowledge, Skills, and Abilities:

- Ability to think clearly and react effectively in emergency situations.
- Ability to understand and follow oral or written instructions.
- Ability to communicate effectively both verbally and in writing with a variety of people including co-workers, other professionals, appointed and elected officials, and the general public.
- Ability to climb ladders and work at considerable heights.
- Ability to work in restrictive clothing and confined spaces.
- Ability to work in hazardous environments.

*In evaluating candidates for this position, the City may consider a combination of education, training, and experience which provides the necessary knowledge, skills and abilities to perform the essential duties of this position.*

### Physical Demands:

Very heavy work: Exerting in excess of 100 pounds of force occasionally, and/or in excess of 50 pounds of force frequently, and/or in excess of 20 pounds of force constantly to move objects.

### Work Environment:

Both inside and outside. A job is considered "both" if the activities occur inside or outside in approximately equal amounts. Occasionally exposed to hazards or risk of bodily injury. Occasionally exposed to extreme heat, changes in temperature, wet and humid conditions. Occasional exposure to odors, toxic conditions, dust, poor ventilation, vibrations, and moderate noise.

### Employer

City of Fitchburg (WI)

### Address

5520 Lacy Road

Fitchburg, Wisconsin, 53711

### Website

<http://www.fitchburgwi.gov>

## Career Firefighter Supplemental Questionnaire

### \*QUESTION 1

Are you at least 18 years of age?

- Yes
- No

### \*QUESTION 2

Do you possess a valid Wisconsin Driver's License or other valid operator's permit recognized by the Department of Transportation?

- Yes
- No

**\*QUESTION 3**

Do you possess a High School Diploma or General Equivalency Degree (GED)?

- Yes
- No

**\*QUESTION 4**

Are you a State of Wisconsin Certified Firefighter I? You can also answer yes if you have an equivalent certification from another state.

- Yes
- No

**\*QUESTION 5**

Do you possess Emergency Medical Responder (EMR) certification or above?

- Yes
- No

**\*QUESTION 6**

Do you have the ability to perform the essential job functions?

- Yes
- No

**\*QUESTION 7**

Education: What is your highest level of education achieved?

- High School Diploma or Equivalent
- Some college, no degree
- Associate's degree or technical diploma (2 yr. program)
- Bachelor's degree or higher

**\*QUESTION 8**

Professional Certification: The following certifications are required either at time of application, or within the probationary period. Please select all certifications you have achieved. Applicants certified in states other than Wisconsin, please indicate your current equivalent certifications.

- State of Wisconsin Certified Firefighter I
- State of Wisconsin Certified Firefighter II
- State of Wisconsin Certified Fire Apparatus Driver Operator - Pumper
- State of Wisconsin Certified Fire Apparatus Driver Operator - Aerial
- State of Wisconsin Certified Fire Inspector
- State of Wisconsin Licensed Emergency Medical Technician - Basic or above
- CPAT Certification

Emergency Medical Responder

**\*QUESTION 9**

**Military Experience - Are you a current or former member of the Armed Forces of the United States (Army, Navy, Air Force, Marine Corps, and Coast Guard) who is currently serving on active duty, or who served and was discharged under conditions, which were other than dishonorable?**

Yes

No

**QUESTION 10**

**Military Experience. If you answered yes to the prior question, please indicate status and dates of military service.**

**\*QUESTION 11**

**General Work Experience: Please select one of the options below that best summarizes your cumulative work experience.**

No prior work experience

Mostly part-time work, less than 5 years total

Mostly part-time work, 5 years or more

Mostly full-time work, less than 5 years total

Mostly full-time work, 5 years or more

**\*QUESTION 12**

**Fire Service Experience: Please select one of the options below that best summarizes your cumulative work experience in the Fire Service.**

No prior fire service experience

Civilian service only, volunteer/part-time

Civilian service only, full-time

Firefighter, mostly part-time or volunteer, less than 5 years

Firefighter, mostly part-time or volunteer, 5 years or more

Firefighter, full-time, less than 5 years

Firefighter, full-time, 5 years or more

**\*QUESTION 13**

**Fitchburg Fire Experience: Please select one of the options below that best summarizes your prior/current work experience with the Fitchburg (WI) Fire Department.**

No prior work experience

Former Firefighter/Intern

Current Firefighter/Intern, less than 3 years' experience

Current Firefighter/Intern, 3 or more years' experience

**\*QUESTION 14**

**Language Skills: Nearly 20% of Fitchburg residents speak Spanish at home. Please indicate your ability to speak and understand Spanish, selecting from the list below.**

None

- Memorized Proficiency: Able to satisfy immediate needs using rehearsed utterances. Sufficient comprehension to understand a number of memorized utterances in areas of immediate needs.
- Elementary Proficiency: Able to satisfy minimum courtesy requirements and maintain very simple face-to-face conversations on familiar topics. Sufficient comprehension to understand utterances about basic survival needs and minimum courtesy and travel requirements.
- Limited Working Proficiency: Able to satisfy routine social demands and limited work requirements. Sufficient comprehension to understand conversations on routine social demands and limited job requirements.
- General Professional Proficiency: Able to speak the language with sufficient structural accuracy and vocabulary to participate effectively in most formal and informal conversations on practical, social, and professional topics. Able to understand the essentials of all speech in a standard dialect including technical discussions within a special field.
- Advanced Professional Proficiency: Able to use the language fluently and accurately on all levels normally pertinent to professional needs. Able to understand all forms and styles of speech pertinent to professional needs.
- Functionally Native Proficiency: Speaking proficiency is functionally equivalent to that of a highly articulate, well-educated native speaker and reflects the cultural standards of the country where the language is natively spoken. Comprehension equivalent to that of the educated native listener.

**\*QUESTION 15**

Describe any notable life experiences that may contribute to your ability to perform as a Fitchburg Firefighter.

**\*QUESTION 16**

Describe any experiences you may have had in successfully interacting with culturally diverse groups (race, ethnicity, language, nationality, religion, etc.)

**\*QUESTION 17**

Describe any extracurricular involvement you have had in school, work, or the community.

**\*QUESTION 18**

Describe and give an example of the process you use to solve problems and make decisions.

**\*QUESTION 19**

Describe an effective team you were involved with and what you think makes an effective team.

\* Required Question