



South Strabane Township
Department of Fire & Emergency Management
Jordan J. Cramer | Chief

550 Washington Road
Washington, PA 15301
724-225-9055
www.SouthStrabane.com

South Strabane to Establish Firefighter Hiring List

South Strabane Township is seeking to establish a hiring list for full and part – time firefighters. Qualified candidates can obtain more information and an application at www.SouthStrabane.com.

Deadline: Applications must be submitted to jcramer@southstrabane.com or 550 Washington Road, Washington, PA 15301 by Friday, July 14, 2023, at 16:00.

Testing: A written and physical agility test will take place on Sunday, July 16th, 2023 at 9:00am.

Expected Hiring: It is anticipated that (2)+ part-time firefighters will be hired to increase the part-time firefighter list and fill vacancies. Preferably, South Strabane Township intends to fill any full-time firefighter vacancies with part-time firefighters.

Schedule: Part-time firefighters work between 8-24 hours per week and are expected to give at least 8 hours of availability per week.

Who we're looking for: Competent fire service professionals that are qualified, hard-working, and obsessed with service. New hires are expected to have a detailed understanding of a combination fire system, with previous experience in a combination or volunteer agency. As our department grows, we're looking for individuals willing to champion the ability of career and volunteer firefighters to work together in an ever-changing environment of fire & emergency services to provide the absolute best service to our residents, businesses, and visitors.

About the Department

South Strabane Fire & Emergency Services is an all-hazards combination response agency located in Washington County, PA. The department covers a diverse response area including residential, agricultural, industrial, retail, and urban-type settings. Staffing is provided 24/7/365 with a minimum of (2) firefighters. The on-duty crews are enhanced by volunteer duty shifts and home response from volunteer and career firefighters. The department is striving to achieve (3) person staffing at least 75% of time in 2023. The delivery of a new Pierce Rescue/Pumper is expected in the fall of 2023 and a new 107' Ascendent Aerial in the Fall of 2025.

South Strabane Fire Department was built on the foundation of a merger between two volunteer departments serving the Township in 2005. The department intends to continue this tradition of coming together, collaborating, and mending relationships to build an exemplary model of how fire and emergency services can be delivered successfully.



South Strabane Township

Department of Fire & Emergency Management

Jordan J. Cramer | Chief

550 Washington Road
Washington, PA 15301
724-225-9055
www.SouthStrabane.com

The Process

Application

A complete and accurate Township application, including a cover letter and resume and proof of minimum qualifications must be submitted to the township building or emailed to Chief Cramer (jcramer@southstrabane.com) by Friday, July 14, 2023.

Minimum Qualifications:

- Age 21 at time of hire
- Pro-Board Firefighter I certification
- Pa Department of Health EMT-B
- PA Class B CDL with air brake and Tanker endorsements or ability to obtain within 6 months of hire

Physical Agility

- a. All candidates must wear a minimum of the following equipment:
 - Structural Firefighting Helmet
 - Structural Firefighting Coat
 - SCBA without face piece
 - Gloves
 - Safety Glasses
- b. Candidates will have 5 minutes and 30 seconds to complete the test consisting of the following stations:
 - 100' Charged 1.75" hose drag
 - High-Rise Hose Carry
 - Roof Ladder Carry, Throw and Climb
 - Complete Keiser Sled (Hammer Strike)
 - 100' Equipment Shuttle (2-35lb kettle bells)
 - Window Jump
 - 50' Weighted Rope Pull
 - 100' Victim Drag
- c. Any candidate that does not complete the course in the allotted time or chooses not to finish the test will be disqualified from the remainder of the testing process.



Written Test

A written test, based on best practices in fire and emergency services, will be administered to all candidates by the South Strabane Fire Department. The test will be obtained and designed by a third-party test generator comprised of knowledge commensurate with the minimum qualifications for the position. A minimum score of 75% is required. The test will be multiple choice and the Township retains the right to incorporate up to three (3) essay-type questions that will be designed by the Fire Chief.

Candidate Selection

All candidates that pass the physical agility test and written examination will be scored and a minimum of the top (3) candidates will move on to the oral interview. The top candidates will be selected based on the weight below:

Application:	45%
Written Test:	55%

Oral Interview

The oral examination will consist of various questions prepared and approved by the Fire Chief and/or the Township Manager. Questions will be designed to include technical skills, ethics, understanding of the position, communication skills, among others. The administration of the oral examination and remainder of the hiring process will be the responsibility of the "Interview Committee" comprised of the Fire Chief, Township Manager and two (2) members of the Board of Supervisors.

The Township reserves the right to incorporate a written exercise at the time of oral interview, designed to test the candidate's ability to analyze critical information and compose reports, and complete basic administrative functions.

Minimum passing grade: 70%

Final Scoring

Upon successful completion of the oral interview, candidates will then be graded to develop the top three (3) passing candidates. Weight for this selection is listed below:

Written Test:	35%
Oral Interview:	65%