



JOB ANNOUNCEMENT: Entry-Level Firefighter

Shoreline Fire Department is hiring for the position of ENTRY LEVEL FIREFIGHTER

New hires will be required to successfully complete a Fire Academy and EMT Class totaling approximately 18 weeks prior to being assigned to shift as a Probationary Firefighter.

Application Process

Post date: Monday, March 16, 2026

Application Period: March 16, 2026 – May 17, 2026

Applications must be submitted through the National Testing Network.

For full job description, visit our website at: www.shorelinefire.com

Application deadline: May 17, 2026, 11:59pm PST.

Tentative Dates

Pre-Screening Interviews: May 18-22, 2026

Video Interviews: June 1-5, 2026

Panel Interviews: June 22-26, 2026

Executive Interviews: July 14-16, 2026

A skills assessment and physical agility test may be incorporated into the hiring process.

Employment Begins: January 2027

New hires will attend an 18-week Recruit Academy and EMT Class.

Application Requirements

- Go to National Testing Network at www.nationaltestingnetwork.com and choose 'Shoreline Fire Department' under firefighter jobs.
- Complete FireTEAM testing through National Testing Network within the previous year (between May 16, 2025 and May 17, 2026).
- Possess a current valid CPAT by the date of the panel interview. CPAT certifications dated prior to May 16, 2025 will not be accepted. Verifiable CPAT certifications will be accepted from NTN or a licensed testing facility.
- If you are a Veteran requesting Veteran's preference, submit Form DD214 or NGB Form 22 and the Department's scoring criteria declaration form to employment@shorelinefire.com by May 17, 2026 at 11:59pm.

SALARY RANGE

\$8,033.79 – 11,476.84
per month

Please refer to our website for current wage scale and Collective Bargaining Agreement.
www.shorelinefire.com

BENEFITS

- Comprehensive Medical, Dental & Vision (100% premium costs paid for employee and eligible dependents)
- State Retirement System Pension (LEOFF 2)
- 457 Deferred Compensation Plans
- Healthcare Reimbursement Account / VEBA
- Long-term Disability Insurance
- Wellness Program
- Education Incentive / Tuition Reimbursement
- Paid Sick Leave, Vacation, Holiday Pay
- Veterans are eligible for GI Bill reimbursements during Recruit Academy
- Medical Expense Reimbursement Plan (MERP)



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MINIMUM REQUIREMENTS

- **Age Requirement:** Candidates must be at least 20 years of age or older by Jan 1, 2027.
- **Educations Requirement:** Candidates must have a high school diploma or have passed an equivalency test (GED).
- **Driver's License:** Candidates must possess a valid driver's license and be insurable under the Department's vehicle policy. A valid Washington State driver's license must be obtained within 60 days of date of hire.
- **Written Examination by National Testing Network:** A written test completed within the past 1 year (between May 16, 2025 and May 17, 2026).
- **CPAT:** A valid current CPAT certification completed by the date of the panel interview. CPAT certifications must be dated May 16, 2025 or later.

TERMS & CONDITIONS

Veteran's Preference: Candidates requesting veteran's preference will be asked to submit documentation (DD214 or NGB Form 22) which indicates the nature of the discharge as well as the Department's scoring criteria declaration form in order to receive veteran's preference points. Preference points are only added to passing scores.

Reasonable Accommodation: In compliance with the Americans with Disabilities Act (ADA), Shoreline Fire Department will make reasonable accommodation during any and all phases of the selection process for individuals with a disability. Please contact Human Resources at (206) 533-6570 by the application deadline date to request accommodation.

Equal Employment Opportunity Statement: Shoreline Fire Department provides equal employment opportunities to all employees and applicants for employment without regard to race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, disability, genetic information, marital status, amnesty, or status as a covered veteran in accordance with applicable federal, state, and local laws.

Testing Fee Waiver: Candidates with bona fide financial hardship may request a waiver for partial or full reimbursement of the required testing fees. The fee waiver application may be found at: https://s3-us-west-2.amazonaws.com/ergontn-public/ntn/pdf/Testing_Fee_Waiver.pdf. Email the waiver request to the address on the form. It will be forwarded to the Department who will make the final decision. The process may take several weeks. Submitting a fee waiver does not exempt the candidate from meeting testing deadlines.

Disclaimer: The provisions of this hiring notice do not constitute a contract, expressed or implied, and any provisions contained in this notice may be modified or revoked at the discretion of the Department.

For more information visit our website at: www.shorelinefire.com
For questions regarding this position, email: employment@shorelinefire.com