



Date: **January 21, 2026**

From: **Human Resources Department**

Position: **Fire Engineer**

Salary: **\$19.18 hourly w/ 5% increase after 6-month probation**

GENERAL DESCRIPTION OF CLASS

This position has been identified as a role that requires a North Carolina SBI criminal history record check based on responsibilities involving work with individuals under 18 years of age. The results of this record check will be used in the hiring decision for this position.

The purpose of the class is to drive and operate fire apparatus to emergency scenes, perform responsible technical work to efficiently and effectively, protect the lives and property of residents and the public from fire and environmental emergencies or disasters, rendering emergency treatment to the sick and injured, and responding to emergency rescue situations involving bodily injury or potential loss of life. Employee is subject to the usual hazards of firefighting and rescue work, including risk of exposure to hazardous materials and blood-borne pathogens. Employee reports to a Fire Officer (Captain, Assistant Fire Chief and/or Fire Chief).

Distinguishing Features of the Class

An employee in this class serves as a member of a crew responding to fire calls, disaster calls and emergency medical calls, administering medical stabilization to patients in the field, and studying and training in methods and techniques for firefighting, hazardous material handling, and emergency medical care. Work includes using and operating emergency equipment, putting out fires and/or mitigating other disasters, applying necessary first aid to sick or injured people, and participating in maintenance of station equipment and quarters. Work is frequently performed in hazardous conditions, requiring rapid response and strenuous physical exertion. Duties assigned to employees in the class may vary according to needs of the Department and/or equitable allocation of workload. Work is performed in accordance with established emergency procedures and techniques, but the employee must exercise some independent judgment in resolving issues in the field. Work is performed under general supervision of a Fire Officer and is evaluated by a combination of the employee's ability to carry out essential job functions, continuing acquisition of new

knowledge and skills in support of those essential job functions and ability to demonstrate the competencies described herein.

Illustrative Examples of Work Essential Job Functions

- Responds to fire calls as a firefighter; performs necessary work related to fire suppression.
- Responds to calls for environmental and other disaster involving hazardous materials, such as gas leaks, fuel spills and chemical emergencies; takes proper steps to mitigate hazardous situations.
- Responds to emergency calls as an emergency medical technician, performs necessary rescue work; administers necessary emergency medical care.
- Responds to non-emergency calls, such as requests to assist other emergency medical care providers in moving patients into transportation vehicles and assisting disabled persons in their homes when other assistance is inadequate.
- Participates in a continuous training program to improve competence in all areas related to firefighting functions and meet Federal, State, and Local standards.
- Assists in inspection and maintenance of assigned apparatus and equipment and performs station maintenance.
- Actively participates in public fire and life safety education activities, hydrant maintenance, professional development reviews, and any other assigned duties.
- Utilizes specialized hand and power tools in rescuing victims of fire, disaster, and other emergencies. Performs cardiopulmonary resuscitation or defibrillation as necessary.
- Maintains appropriate level of physical fitness for duty. Participates as a member of a company in pre-fire planning.
- Utilizes computerized data entry equipment and various word processing, spreadsheet, file maintenance, and/or database programs to enter, store, and/or retrieve information.

Additional Job Functions

Subject to off duty recall in the event of a major incident. Performs other duties as assigned.

Knowledge Skills and Abilities

- General knowledge of firefighting procedures, techniques, and apparatus.
- General knowledge of hazardous materials and mitigation of situations involving hazardous materials.
- General knowledge of emergency medical procedures and techniques.
- General knowledge of all facets of rescue.
- General knowledge of equipment and supplies employed in firefighting and in the emergency care of patients and victims of accidents.
- General knowledge of the Town and Rural Fire District geography and of the location of roads and streets within.
- Ability to respond quickly and calmly to emergency situations.

- Ability to lift substantial weight.
- Ability to understand and follow oral and written instructions.
- Ability to work utilizing team concepts.

Minimum Experience and Training

Graduation from high school or possession of a GED is required.

Special Requirements

- Valid N.C. Class B Driver's License with tanker endorsement.
- Firefighter Certification (IFSAC or Pro Board)
- N.C. EMT-B (NREMT accepted, must obtain NC Reciprocity)
- NIMS 100, 200, 700, 800
- NC Technical Rescuer and Vehicle Rescue or obtained in 18 months
- Wildland Firefighter S-130, S-190, and L-180 or obtained in 18 months
- Driver Operator Pumps
- Driver Operator Aerials
- No disciplinary actions for previous 2 years

Competencies

Technical Competency: Ability to use the tools and concepts of the specialty area in which employee works. Includes using appropriate processes, procedures, resources, and work or professional standards.

Interpersonal Competency: Ability to work with people, develop and maintain work relationships, communicates, manage conflict, and perform as an effective team member.

Intellectual Competency: Ability to think, learn and process information. Ability to solve problems and gather necessary information; Includes having math and reading skills appropriate to job level.

Customer Service: Ability to identify customers, determine the valid needs of a situation, and provide service or service recovery in a manner that satisfies the customer.

Organizational and Community Sensitivity: Ability to take the larger perspective into account, recognize organizational and community priorities and balance actions appropriately.

Physical Skills: Ability to perform required jobs with adequate strength, dexterity, coordination, and visual acuity (with reasonable accommodation[s] if needed) and in a manner that does not pose a direct threat to the health or safety of the employee or others in the workplace.

PHYSICAL AND DEXTERITY REQUIREMENTS:

Requires heavy work that involves exerting between 35 to 50 pounds of force on a recurring basis and 100 pounds of force on a frequent basis. Must be able to perform basic life functions of climbing, balancing, stooping, kneeling, crawling, crouching, reaching, standing, walking, lifting, pushing, pulling, fingering, grasping, feeling and repetitive motion.

ENVIRONMENTAL HAZARDS:

The job may risk exposure to bright / dim light, extreme heat and/or cold, wet, or humid conditions, dusts and pollen, extreme noise levels, vibration, fumes and/or noxious odors, traffic, moving machinery, electrical shock, confined spaces, disease/pathogens, toxic / caustic chemicals, dangerous gases, heights.

SENSORY REQUIREMENTS:

The job requires normal visual acuity and field of vision, hearing and speaking abilities, odor perception.

JUDGMENTS AND DECISIONS:

Responsible for guiding others, requiring a few decisions affecting a few co-workers; works in a stable environment with clear and uncomplicated written/oral instructions but with some variations from the routine.

ADA COMPLIANCE

The Town of Waynesville is an Equal Opportunity Employer. ADA requires the Town to provide reasonable accommodations to qualified individuals with disabilities. Prospective and current employees are invited to discuss accommodations.

Apply online at: <https://www.surveymonkey.com/r/townofwaynesvilleapplication>

Interested applicants may submit an application to:

**Town of Waynesville,
Human Resources Department
16 S. Main Street
Waynesville, NC 28786
bangel@waynesvillenc.gov**