

Now Hiring Captain



See Job Description for minimum Requirements

*Minimum starting wage
\$20.50 – \$22.50 depending on
Qualifications*

Information: Pass/Fail System

Date: Interview Process September 1, 2026 @ 9:00am

- ✓ Physical Agility
- ✓ Size-up Scenario
- ✓ Interviews

**Please submit your cover letter and resume to
lindsey@pinecanyonhr.com
no cover letter = disqualified
Applications due August 18, 2026**



District Captain

1205.1 DESCRIPTION

Job Title: District Captain

Supervisor: District Fire Chief

Sworn Position

Version: August 2026

1205.2 GENERAL SUMMARY

Responds to emergency calls.

Performs firefighting and basic life support procedures in accordance with all county and state protocols, administrative procedures, rules, and regulations.

In the absence of the Fire Chief and the Deputy Chief takes command of the District.

Supervises firefighters and EMTs of the North Tooele Fire District (NTFD).

Responsible for the well-being of all NTFD members while on duty.

Assures that all members are informed of any changes in policy or procedures.

1205.3 MINIMUM QUALIFICATIONS

- (a) High school diploma or GED equivalent.
- (b) Fire Officer I certification and maintain certification as a condition of rank.
- (c) Firefighter II certification and maintain certification as a condition of rank.
- (d) Hazmat Awareness/Operations certifications and maintain certifications as a condition of rank.
- (e) Apparatus Driver/Operator-Pumper (ADO-P) certification and maintain certification as a condition of rank.
- (f) State of Utah Advanced EMT licensure and maintain license as a condition of rank.
- (g) Wildland Firefighter I and NWCG Redcard certifications and maintain certification as a conditions of rank.
- (h) NIMS 100, 200, 700 and 800 certification.

*Certifications may be obtained through reciprocity at time of hire if ProBoard/IFSAC Fire/Hazmat certifications or NREMT license is presented at the time of application.

1205.4 PREFERENCES

- (a) NWCG Wildland Firefighter I Type 5 IC or Crew Boss certification.

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- (b) State of Utah Hazmat Technician certification.
- (c) State of Utah Fire Inspector I certification.
- (d) NIMS 300 certification or willingness to obtain at first available training.
- (e) Prefer a minimum of 2 years recent, related experience.

*Preferences not currently held should be obtained upon hire at first available opportunity as an expectation of further advancement.

1205.5 ESSENTIAL KNOWLEDGE, SKILLS, AND ABILITIES

- (a) Must be able to read and write the English language.
- (b) Must have the ability to follow verbal and written instructions and the ability to communicate effectively orally and in writing.
- (c) Must have the ability to work independently as well as contribute successfully within a team environment.
- (d) Must be able to maintain a professional and courteous working relationship with other employees, district members and other agencies.
- (e) Must be of good moral character and of temperate industrious habits.
- (f) The ability to perform prolonged, strenuous work under adverse emergency situations involving physical and mental stress.
- (g) The ability to think clearly and use independent judgment in routine and non-routine situations which may occur.
- (h) Must not have any felony convictions or disqualifying criminal history within the past five (5) years. All candidates who are given an offer of employment will be required to submit a BCI criminal history background check.
- (i) Must also meet these requirements:
 - Must be at least 21 years of age
 - Must be a citizen of the United States of America at the time of application, or provide proof of an appropriate work permit.
 - Must possess a valid Utah Driver's License by time of application.
 - Must be able to meet OSHA requirements for fit test of respiratory face-piece
- (j) This position has a one year probationary period.

1205.6 ESSENTIAL FUNCTIONS

As defined under the Americans with Disabilities Act, may include the following tasks, knowledge, skills, and other abilities. The list of tasks is illustrative only, and is not a comprehensive listing of all functions and tasks performed by positions in this class.

- (a) Perform all functions as defined in the Full-Time Firefighter/AEMT and Engineer job descriptions.

District Captain

- (b) Ensures that all equipment and apparatus is kept in good condition, and represents the professionalism of the Fire District. Report any damaged or missing equipment as necessary.
- (c) Supervises personnel at each incident.
- (d) Ensures that all personnel at the assigned station maintain assigned vehicles, equipment, radios, tools, and complete PPE inspections for safe and effective operation. Report deficiencies as necessary.
- (e) Ensures that stations are kept cleaned and organized, including areas attended by the general public. (Including but not limited to vacuuming and mopping, cleaning bathrooms and kitchens, ensuring that public entrance is clear of hazards.) Report deficiencies as necessary.
- (f) Ensures that lost property at assigned station is reported and recovered if possible and that any needed repairs to station, apparatus, and equipment are reported and completed as soon as possible.
- (g) Presides over all crew meetings and/or training.
- (h) Provides training for each new station member on procedures and policies, use of radios and operation of apparatus and equipment. Assures that each new member completes the New Recruit Position Task Book for appropriate fire and/or medical skills.
- (i) Responsible for the inventory and tracking of equipment of assigned station personnel who are new members, who have resigned, or have been terminated. Collect all district equipment, pagers etc., from assigned station personnel leaving the department.
- (j) Inform assigned platoons of any pertinent information or changes in policy or procedures concerning the District.
- (k) Complete daily records management system entries prior to the end of the shift including but not limited to payroll, run reports, training, events, inventory, etc.
- (l) Participates in daily physical training to prepare personnel to pass the annual physical ability tests.
- (m) Participates in drills and trainings as required.
- (n) Attend scheduled Officers meeting.
- (o) Follow all District SOPs, by-laws, and rules and regulations.
- (p) Maintain professionalism at all times
- (q) Other duties as assigned.

1205.7 WORKING CONDITIONS

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job.

The employee works in emergency conditions that may involve extreme danger and exertion under hazardous conditions (flame, smoke, hazardous materials, cramped conditions, charged

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or oxygen deficient atmospheres, downed power lines, victims with severe injuries, exposure to bodily fluids, and death).

The employee must be able to work in multiple environments such as inclement weather; heat, cold, dampness, fumes, noise, dust, or chemicals, depending on the function being performed.

The employee occasionally works near moving mechanical parts and in high, precarious places, and is occasionally exposed to wet and or humid conditions, fumes or airborne particles, toxic or caustic chemicals, risk of electrical shock and vibration, heat and sub-zero temperatures.

The noise level in the work environment is usually moderate, except during certain firefighting or EMS activities when noise levels may be loud.

1205.8 PHYSICAL DEMANDS

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job.

While performing the duties of this job, the employee is frequently required to stand, walk, run, jump, use hands, and fingers, handle, or operate objects, tools or controls; and reach with hands and arms and use other emergency and firefighting equipment as required.

The employee is occasionally required to sit, climb, balance, stoop, push, kneel, crouch or crawl, work on unsteady footing, talk, hear, taste or smell.

The employee must possess good vision and hearing and be able to distinguish odors.

The employee must frequently lift and/or move up to 50 pounds and occasionally lift and/or move 175 pounds or more. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception and the ability to adjust and focus.

The employee is also required to wear personal protective equipment (PPE) including, but not limited to: self-contained breathing apparatus (SCBA), turnout clothing, brush fire clothing, medical PPE, etc. safely and without having effect on the employee's health.

1205.9 REMUNERATION FOR DUTIES

This position will be considered a Full-time hourly, benefited position of North Tooele Fire District and will be paid all applicable wages as required by the State of Utah and federal laws..

Actual salary will be contingent upon job performance as determined by the Fire Chief.

Employee will be subject to employee evaluations to be conducted by the Fire Chief.

1205.10 DISCLAIMER

The above information is intended to describe the general nature of this position and is not to be considered a complete statement of duties, responsibilities and requirements.