



SNOHOMISH REGIONAL FIRE & RESCUE



Career Firefighter Job Announcement 2026-02

Job Classification: Entry Level Career Firefighter
Posting Closes: Sunday, April 5, 2026 @ 23:59

Snohomish Regional Fire & Rescue (SRFR) is looking for multiple individuals to join our family and help serve our diverse community. If you have a passion to serve others, you are a continuous learner who works well in a team environment, and you are respectful, effective, and humble with high integrity in all your actions... Join our team!

Eligible candidates must have completed a FireTEAM test administered by National Testing Network within the last 12 months (April 5, 2025, or more recent). The last date to complete the FireTEAM test is **Sunday, April 5, 2026**.

Salary Information:

Salary for this position: Recruit / Probationary Firefighter: \$7,824/month

Future Firefighter pay rates (eligible following completion of probation with SRFR, required years of service, and completion of all additional rank requirements):

- Firefighter 1: \$8,942/month
- Firefighter 2: \$10,060/month
- Firefighter 3: \$11,177/month

Application Instructions:

- 1) Complete the SRFR job application at SRFR's career page with Government Jobs at <https://www.governmentjobs.com/careers/srfr>.
- 2) Complete the FireTeam exam with NTN. If you have already completed the exam, scores are valid from April 5, 2025 onward.
- 3) Send your NTN FireTEAM scores to Snohomish Regional Fire and Rescue. Instructions on how to send your scores, per the NTN website:
 - *Before taking the test: Candidates are eligible to add any department jobs to their test results.*
 - *After taking the test: To add a new department job to your list, log in to your account at www.nationaltestingnetwork.com and click on the "Add Departments for (Your Career Path)" button, choose the department jobs you want and pay the fee.*

Please visit the NTN website for more information regarding the exam process at:

<https://www.nationaltestingnetwork.com/publicsafetyjobs/>

To be considered for the position you MUST complete all three of these steps prior to the application deadline.

Minimum Job Requirements:

Age: 18
US Citizen: Must be able to legally work in the U.S.
High School Grad/GED: Yes
Ability to Read/Speak English: Yes
Prior Experience Required: None



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Position Requirements:

- Valid drivers license at time of application, or the ability to obtain a valid driver license by time of hire
- Successful completion of the Candidate Physical Abilities Test (CPAT), as outlined below:
 - Successful CPAT results must have been obtained no earlier than October 5, 2025 (six (6) months prior to April 5, 2026) and prior to Chief's Round interviews.
 - Candidates who do not have valid CPAT results may be eligible for one (1) District-paid CPAT test if they advance in the SRFR interview process.
 - District-paid CPAT testing must be completed after the second-round interview and before the Chief's Round interview.
 - Pre-authorization from the SRFR Human Resources Division is required for payment.

Applicants who meet the minimum job requirements and whose NTN exam scores meet the Snohomish Regional Fire & Rescue threshold will be invited to the interview process. If you have questions, please contact the Human Resources division at hr@srfr.org.

Process Schedule (*all dates are subject to change*):

- First-round interviews: tentatively the week of May 4th, 2026
- Second-round interviews and practical: tentatively the week of May 26th and June 1st, 2026
- Chiefs-round interviews: tentatively the week of June 15th, 2026
- Background investigations & health screenings: to be completed in June and July
- Start date: Tentatively scheduled for August 17th, 2026

Benefit Information:

- Generous Medical, Dental, Vision, Health Reimbursement Account (covered at no cost to employees)
- LEOFF II Retirement, Deferred Compensation Plan, Retirement Medical
- Longevity and Specialty Team Pay Incentives
- Life & Disability Insurance
- Vacation, Holidays, Sick Leave (with annual cashout opportunities)
- Educational Incentives & Tuition Reimbursement

District Overview: Snohomish Regional Fire & Rescue serves over 162,000 people over 135 square miles. We are dedicated to saving lives, protecting property, and taking care of our community. We serve the cities of Lake Stevens and Monroe, as well as the unincorporated areas surrounding these communities (e.g. Clearview, Maltby, Machias, etc.).

Snohomish Regional Fire & Rescue has approximately 300 employees. On average, SRFR responds to 17,000+ calls per year. SRFR responds from ten (10) fire stations that are staffed 24 hours per day, 7 days per week. We provide Advanced Life Support (ALS) and Basic Life Support (BLS) emergency medical services as well as fire suppression, fire prevention, training, inspections, water rescue and public education. We are also members of the Snohomish County Hazmat and Technical Rescue teams.

It is the policy of SRFR to afford equal opportunity to all employees and applicants for employment regardless of veteran status, race, religion, gender, sexual orientation, age, national origin, disability, or any other protected class. SRFR provides reasonable accommodation to all applicants who require such accommodation to apply for the position or to perform the essential functions of the job. The District also promotes a drug-free and smoke-free workplace.