



The CITY OF HIBBING  
Invites applications for the position of:

## **Firefighter- Paid on Call**

(Paid on Call/ Entry Level)

An Equal Opportunity Employer

The City of Hibbing is recruiting to fill currently open and anticipated open Paid on Call Firefighter positions.

### **Minimum Qualifications**

- High School Diploma or GED/HSED
- Valid driver's license equivalent to Minnesota Class "D"
- Ability to pass entry level testing and background check
- Reside within 20 minutes of Fire Station No. 2 (11896 Townline Road)
- Ability to pass CPAT physical fitness test within 1 year of employment
- Ability to obtain NFPA 1001 certification or IFSAC equivalent within one year of employment.
- Ability to obtain MN firefighter licensure within one year of employment.

### **Ongoing Response and Training Requirements**

Paid on-call firefighters are required to attend 50% of all activities. This includes training and call response. Paid on-call Firefighters are required to maintain firefighter licensure and certification.

### **Pay and Benefits**

Paid on-call firefighters are paid an hourly rate for emergency response and training. Additionally, all costs associated with obtaining certification, licensure and CPAT are covered by the city. A retirement package is also available through the Hibbing Firefighters Relief Association.

### **Job Summary**

Under the supervision of fire department officers, responds to emergencies and performs fire suppression activities, search and rescue, damage control, and property preservation. This person also maintains a state of readiness of fire department facilities and equipment by scheduled inspections, testing, and maintenance. This person promotes health and safety of the department and community through training and education. This person embraces the core values of the Hibbing Fire Department which include integrity, compassion, safety, professionalism and pride. This person performs other related work as directed.

### **Certified Physical Ability Test (CPAT)**

All paid on-call firefighters must pass the CPAT within the one year probationary period. This test consists of a series of physical tasks, such as climbing stairs, carrying tools or raising ladders, which closely approximates physical tasks routinely performed by firefighters on the job. Most tasks are timed. Applicants are advised to prepare for the agility test for purposes of safety as well as to enhance their chance for a higher score. With adequate preparation, the average healthy, fit individual should be able to complete the test safely and satisfactorily. During testing, all procedures will be explained in detail and demonstrated if necessary. CPAT screening procedures meet the following criteria: they are job related, they are not discriminatory on the basis of sex, race, age, etc., they represent what experts feel are the most crucial phases of firefighting and emergency medical activities and are indicative of a variety of firefighting and emergency tasks; and they are quantifiable.

**Please view the video below for a detailed description of the CPAT.**

<https://www.youtube.com/watch?v=n3fGVOI9dQ8&t=155s>

### **Application Instructions- Please read carefully!**

Print and fill out the City of Hibbing Firefighter Application. If you do not have access to a printer, you can pick up an application at the Headquarters Fire Station located at 2320 Brooklyn Drive.

Please mail or drop off the **completed application, resume, cover letter** and any applicable licenses or certifications to the following address:

City of Hibbing  
Human Resources Office  
401 E 21st St  
Hibbing, MN 55746

For questions regarding the application or hiring process, please contact Fire Chief Jankila at (218)362-5966 or [erikjankila@ci.hibbing.mn.us](mailto:erikjankila@ci.hibbing.mn.us)