Firefighter/EMT Testing Information – The City of Bryant is accepting applications for **Firefighter/EMT**. To be eligible, please read testing information below. Starting salary for non-certified $44,938.34 and certified $46,801.56. Great benefits & retirement package included! Applications may be completed online at www.cityofbryant.com. A City application must be completed and submitted to be considered for this position. ***Applications will be accepted until 5:00 p.m. Wednesday, November 12, 2025.***

The written exam for this position is scheduled for Monday, November 17, 2025 at 6:00 PM. The test will be administered at the Bryant's Central Fire Station (312 Roya Lane). You must have completed and turned in an application to be eligible to test. This test is mandatory for the opportunity to move forward in the hiring process. If an applicant does not show up for the test or fails the test, their application will be removed from the list and they will not move forward to the physical agility test.

The physical agility exam will be held Saturday, November 22, 2025 at 8:00am at the Bryant Fire Department Training Facility (Fire Station 2) located at 1601 South Reynolds, Bryant, AR 72022. Applicants should arrive for the physical agility test in athletic wear and tennis/sports shoes.

This job description should not be interpreted as all-inclusive. It is intended to identify the essential functions and minimum qualifications of this job. The incumbent(s) may be required to perform job-related responsibilities and tasks other than those stated in this job description. Nothing in this job description restricts the City's right to assign or reassign job-related responsibilities and tasks to this job at any time. Certain functions are understood to be essential. These include, but are not limited to: attendance, getting along and communicating well with others, ability to provide great customer service, working a full shift, dependability, leadership, and dealing with and working under stress. Any essential function of this position will be evaluated as necessary should an incumbent/applicant be unable to perform the function or requirement due to a disability as defined by the Americans with Disabilities Act (ADA). Reasonable accommodations for the specific disability will be made for the incumbent/applicant when possible or as required by applicable law.

GENERAL DESCRIPTION OF POSITION

Participates in fire suppression, emergency medical, and rescue activities and provides support maintenance by performing the following duties. Other duties may be assigned.

ESSENTIAL DUTIES AND RESPONSIBILITIES

1. Responds to emergency medical and rescue alarms; provides emergency medical treatment; participates in search and rescue and extrication procedures; operates equipment; reloads equipment on apparatus.

2. Responds to fire alarms; couples, rolls, folds, reels, and unreels hose; lays and connects hose lines and connects nozzles, valves, and fittings; operates hydrants; directs water/fog streams; carries, places, climbs, raises, and lowers ladders; makes forcible entries; ventilates; participates in search and rescue and evacuation operations; provides emergency medical treatment; participates in salvage and overhaul tasks; participates in investigation to determine cause and origin of fire; reloads hose and/or equipment on apparatus.

3. Inspects and maintains: inspects, cleans, and maintains in proper working condition all assigned equipment; inspects, cleans, and assists in maintaining apparatus; loads hose and/or equipment on apparatus; test hose and couplings; cleans fire station and grounds; displays and handles flags; makes repairs to tools, equipment, and/or station.

4. Maintains records and prepares reports; reports to Captain and /or Lieutenant any repairs, needed and made, to facilities, apparatus, and equipment; reports any recognized violations of fire codes and ordinances by citizens of the City.

5. Makes company fire surveys: identifies common, special, structural, and panic hazards; inspects building construction for fire control characteristics; inspects refrigeration, ventilation, and heating systems; inspects storage, handling, and transportation of flammable liquids and gases and other hazardous materials; inspects and test hydrants and/or other water sources.

6. Performs miscellaneous administrative duties: provides relief duty for Lieutenant; participates in fire Prevention programs; testifies in court.

7. The employee uses initiative in selecting appropriate guidelines and carrying out recurring assignments.

8. Regular and punctual attendance. Works overtime as assigned.

9. Interacts with team member.

10. Performs any other related duties as required or assigned.

QUALIFICATIONS
To perform this job successfully, an individual must be able to perform each essential duty mentioned satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required.

EDUCATION AND EXPERIENCE
Mental alertness and adaptability to office and field area work routines. Equivalent to four years high school, with particular emphasis during high school in office skills, shop skills, or others, plus 0 to 6 months related experience or training. Or equivalent combination of education and experience.

RESPONSIBILITY FOR FUNDS, PROPERTY and EQUIPMENT
None.

SUPERVISORY RESPONSIBILITIES
None.

COMMUNICATION SKILLS
Ability to effectively communicate information and respond to questions in person-to-person and small group situations with customers, clients, general public and other employees of the organization.

MATHEMATICAL SKILLS
Ability to add, subtract, multiply, and divide in all units of measure, using whole numbers, common fractions, and decimals. Ability to compute rate, ratio, and percent and to prepare and interpret bar graphs.

CRITICAL THINKING SKILLS
Ability to utilize common sense understanding in order to carry out written, oral or diagrammed instructions. Ability to deal with problems involving several known variables in situations of a routine nature.

SUPERVISION RECEIVED
Under general supervision where standard practice enables the employee to proceed alone on routine work, referring all questionable cases to supervisor.

PLANNING
Considerable responsibility with regard to general assignments in planning time, method, manner, and/or sequence of performance of own work; may also occasionally assist in the planning of work assignments performed by others within a limited area of operation.

DECISION MAKING
Performs work operations which permit frequent opportunity for decision-making of minor importance and also frequent opportunity for decision-making of major importance; the latter of which would affect the work operations of other employees and/or clientele to a moderate degree.

MENTAL DEMAND
Close mental demand. Operations requiring close and continuous attention for control of operations. Operations requiring intermittent direct thinking to determine or select the most applicable way of handling situations regarding the organization's administration and operations; also to determine or select material and equipment where highly variable sequences are involved.

ANALYTICAL ABILITY / PROBLEM SOLVING
Strictly repetitive. Repetitive activities or duties using established processes, directions or sequence of steps coupled with immediate supervision. Learned things in simple situations.

USE OF MACHINES, EQUIPMENT AND/OR COMPUTERS
Occasional use of non-complex machines and equipment (adding machines, calculators, copy/fax machines, etc.)

ACCURACY
Probable errors would normally not be detected in succeeding operations and would definitely have serious effects in relationships with patrons and/or with the operations of other segments of the organization. Frequent possibilities of error would exist at all times, since the above mentioned areas are inherent in the job.

PUBLIC CONTACT
Regular contacts with patrons, either within the office or in the field. May also involve occasional self-initiated contacts to patrons. Lack of tact and judgment may result in a limited type of problem for the organization.

EMPLOYEE CONTACT
Contacts occasionally with others beyond immediate associates, but generally of a routine nature. May obtain, present or discuss data, but only as pertains to an immediate and specific assignment. No responsibility for obtaining cooperation or approval of action or decision.

REQUIRED CERTIFICATES, LICENSES, REGISTRATIONS
Valid Arkansas Driver's License or a valid driver's license recognized by the State of Arkansas. Must obtain within two (2) years of hire date, to remain eligible for employment, the following certifications and license: Arkansas Firefighter I & II or equivalent, Arkansas EMT-B Certification, HAZMAT Operations Certification, National Fire Academy Emergency Vehicle Driving, National Fire Academy Driver Operator Certification, National Fire Academy Rapid Intervention Team (RIT) Certification and National Weather Storm Spotters Class.

SOFTWARE SKILLS REQUIRED
Basic: 10-Key, Accounting, Alphanumeric Data Entry, Contact Management, Database, Other, Presentation/PowerPoint, Programming Languages, Spreadsheet, Word Processing/Typing

PHYSICAL ACTIVITIES
The following physical activities described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions and expectations.

While performing the functions of this job, the employee is continuously required to stand, walk, sit, use hands to finger, handle, or feel, reach with hands and arms, climb or balance, stoop, kneel, crouch, or crawl, talk or hear, taste or smell. The employee must regularly lift and/or move more than 100 pounds; continuously lift and/or move up to 50 pounds. Specific vision abilities required by this job include close vision; distance vision; color vision; peripheral vision; depth perception; and ability to adjust focus.

ENVIRONMENTAL CONDITIONS
The following work environment characteristics described here are representative of those an employee encounters while performing essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the functions of this job, the employee is regularly exposed to work near moving mechanical parts, work in high, precarious places, fumes or airborne particles, toxic or caustic chemicals, outdoor weather conditions, wet or humid conditions, extreme cold, extreme heat, risk of electrical shock, risk of radiation, vibration; frequently exposed to work with explosives. The noise level in the work environment is usually loud.