



Southern Pines

NORTH CAROLINA

FIREFIGHTER/EMT



Hello!

The Town of Southern Pines needs a Firefighter/EMT to join our dynamic team.

We need someone who is dedicated to safeguarding our community through proactive fire prevention and emergency response to make a meaningful impact in a thriving community.

Our ideal candidate is passionate about protecting life and preserving property, and possesses the knowledge and skills to combat, extinguish, and prevent fires.

If you are a dedicated individual ready to contribute to the safety and well-being of our community, we encourage you to apply.

Let's talk!



Want more details? Keep reading or visit sopinesnc.info/jobs

Southern Pines is a place that a diverse group of people and businesses are proud to call home. Drawn in by its history and charm, people stay for the strong sense of community. Small-town feel, a thriving downtown, preserved longleaf pine forests, neighborhood diversity, access to green space, and plentiful public spaces come together to make Southern Pines distinct from other towns in the region. Anyone who gets a little sand in their shoes will eventually come back and put down roots.

Deeply rooted in North Carolina.

Situated in the Sandhills of North Carolina, Southern Pines began as a resort community, a destination to escape from the northern winters and welcome the warmth of southern hospitality and culture. Today, families, entrepreneurs, retirees, individuals associated with the military, and daily commuters to the Triangle have found Southern Pines and fallen in love with our vibrant small community with many metropolitan-style services and offerings.



In the heart of North Carolina's Sandhills, Southern Pines is easily reachable from the state's major metropolitan areas, including Charlotte, the Raleigh-Durham-Chapel Hill Triangle, Fayetteville, and Greensboro. Our central location makes it easy for Southern Pines residents to enjoy all that our beautiful state has to offer, whether it's a spontaneous day trip adventure or a weekend getaway. From the mountains to the coast, North Carolina's beauty can be enjoyed in all four seasons!

Deeply rooted in community, in service.

We have an authentic sense of place and small-town feel, which is not dependent on the size of our population or the town's square mileage. It is, instead, a reflection of connections to neighbors and a shared investment in the success of our community. We are fortunate to have a variety of service organizations with rich histories. Volunteers advocate and work tirelessly to ensure and enhance our beauty, economic success, youth education and opportunities, and quality of life.

Deeply rooted in culture, in recreation, in quality of life.

Some of our founding families established rich traditions of literature, equestrian/outdoor sports, longleaf conservation, and community advocacy. Southern Pines has long been a social center and inspiring retreat for great writers and our strong literary tradition remains a core aspect of our culture. We're proud of our own award-winning Southern Pines Public Library and to be home to the North Carolina Literary Hall of Fame.

Outdoor enthusiasts enjoy the natural beauty of the Sandhills in the Town's many parks and over 12 miles of hiking and biking trails, as well as Weymouth Woods Sandhills Nature Preserve, part of the North Carolina State Parks system. Our parks & recreation staff offers a wide variety of year-round recreational opportunities, for youth, adults, seniors, as well as events for the whole family to enjoy.

Deeply rooted as an excellent place to live, work, and play.

As a local government, we're a team of about 200 employees in service to our community. While our work is never done to earn praise or recognition, we're certainly proud when that occurs as it reflects just one reason that Southern Pines has earned its reputation as an excellent place to live, work, play, and learn. Learn more at sopinesnc.info/awards.



a little about our team...



Team TOSP works hard and we enjoy and believe in our work. We take pride in working for the Town of Southern Pines and serving our citizens. It is an honor to help make Southern Pines a better place and we're looking for more people to join us in the business of community-building!

Our Town Manager, Reagan Parsons, leads our team and manages the day-to-day business activities. We are a full-service local government, serving a community of over 16,000 residents and nearly 20 square miles. We deliver a range of services that enhance the quality of life for our community, keep our citizens safe, and protect our natural, cultural, and financial resources.

Our highly trained **police force**, nationally accredited by CALEA, ensures the safety and security of residents. Our **fire and rescue** department includes a combination of career staff, on-call volunteers, and part-time employees who are always ready to protect lives and property (and excellent at what they do).

Our **parks and recreation** department delivers year-round, affordable opportunities for leisure, fitness, lifelong learning, and community engagement. This team manages our trails and parks ranging from small, neighborhood parks to Reservoir Park, the 4th largest municipal park in North Carolina and a true gem of the Sandhills. The **Southern Pine Public Library** offers a wealth of knowledge and cultural enrichment. Our librarians provide over 200 programs each year, welcome over 75,000 patrons in their building, and circulate more than 200,000 items annually.

We are committed to delivering clean and reliable **water and sewer services**, and our **planning and development** department fosters long-range planning, sustainable practices, and community design and aesthetics. With diligent **inspections**, efficient **solid waste & environmental services** management, and well-maintained **public works**, we work every day to create a clean and livable environment.

Our internal departments, including **administration, finance, and IT**, provide crucial support to ensure the smooth operation of our organization. Our internal departments are also highly regarded for their work, including recognition for over 30 years for excellence in financial reporting (and counting!). No matter which team you're assigned to or the facility you report to, you're a part of the TOSP team. We hope you'll join us and make a meaningful difference in the lives of our citizens while enjoying a fulfilling and rewarding career in public service.



If you're looking for a meaningful and important role where your actions directly contribute to saving lives, protecting property, and ensuring the safety of communities, keep reading.

As a Firefighter/EMT, you'll play a vital role on our team, serving as the first responders during emergencies ranging from fires to medical incidents, natural disasters, and hazardous materials situations. Your dedication and quick thinking will make a profound impact on the lives of those you serve.

You'll use your professional expertise and responsible approach to help prevent and control fires, provide emergency medical care, and execute complex rescue operations. Firefighters are entrusted with the critical tasks of extinguishing fires, conducting search and rescue operations, providing medical assistance, and caring for and maintaining the fire station, firefighting equipment and buildings and grounds. By effectively executing these duties, you'll contribute to minimizing the damage caused by emergencies and enhancing community resilience.

We need someone who is not only physically fit and mentally resilient, but also deeply committed to the values of service, integrity, teamwork, pride, and courage.

What you'll be doing...

- Responds to fires with a fire company, connect hose to nozzles, hydrants and pumps, enter burning buildings with hose lines, operate nozzles to place a stream of water on fires, use hand tools and handle fire extinguishers, raise, lower and climb ladders, ventilate burning buildings to remove smoke and fire gases.
- Responds to emergency medical calls.
- Provides basic life support treatment for persons if required; extricates trapped victims from wreckage.
- Clean and maintain rescue vehicles and equipment.
- Checks medical supplies for proper stock levels.
- Checks medical equipment for proper functioning.
- Prepares daily activity report and patient reports.
- Cares for and maintain the fire station, firefighting equipment, buildings and grounds.
- Performs salvage operations such as placing salvage covers, sweeping water, removing debris and placing smoke ejectors.
- Responds to the directive of the shift supervisor.
- Attends training sessions in such subjects as firefighting techniques, equipment, first aid, street layout and hydrant location.
- Participates in drills and study programs when not in firefighting or rescue activities.
- Meets established specific physical, mental, character, and other entrance requirements.



What you need to be successful...

To excel in the role of Firefighter/EMT, qualified individuals should possess a combination of skills, knowledge, and abilities that enable them to perform effectively in various emergency situations. In addition to the essential qualifications of possessing both the NC Firefighter and the NC EMT-B certifications, the following key attributes will contribute to their success:

- **Certifications:** Holders of the NC Firefighter and NC EMT-B certifications are well-equipped to handle fire suppression, emergency medical care, and initial patient assessment. These certifications indicate a solid foundation in firefighting techniques and medical interventions.
- **Technical Proficiency:** Additional certifications such as NC Driver/Operator Pumps, Technical Rescuer - NFPA 1006 (2013), Confined Space, and Trench Rescue demonstrate a higher level of technical expertise. While not mandatory, possessing these certifications can enhance a candidate's ability to handle specialized rescue operations and operate essential firefighting equipment.
- **Physical Fitness:** Successful candidates must participate in and pass the department's physical agility test. Physical strength, endurance, and agility are crucial for performing physically demanding tasks, such as carrying heavy equipment, climbing ladders, and conducting rescues.
- **Cognitive Skills:** The ability to think critically and make quick decisions under pressure is essential. Candidates should be able to analyze situations rapidly, assess risks, and determine appropriate courses of action.
- **Communication Skills:** Effective communication is vital for both team coordination and public interactions. Clear communication helps convey instructions, provide updates, and reassure individuals in distress.
- **Teamwork and Collaboration:** Firefighting is inherently a team-oriented profession. The ability to work seamlessly with colleagues, follow orders, and contribute constructively to group efforts is critical for overall mission success.
- **Background Check and Drug Screening:** Successful candidates must pass a thorough background check and drug screen.

You'd probably like to know...

With a rich history dating back to the early days of Southern Pines, our department stands as a beacon of reliability and service. Every year, we respond to around 2,100 calls for emergency assistance, covering both the heart of our town and the surrounding Pines Fire Protection District. Our roots go deep, ignited by the need to safeguard our community after the Central Hotel fire in 1898. Today, our two stations stand as pillars of preparedness. Station 1, at the heart of downtown, houses a dynamic fleet and a team of seven firefighters. Station 2, a symbol of modern innovation, covers key areas with its four firefighters and cutting-edge facilities. From historic "Old Betsy" to our advanced apparatus, we blend tradition with progress to secure our community's well-being. Join us in carrying forward this legacy of service and protection, and become a part of our close-knit family here at the Southern Pines Fire Department. Your dedication will continue a tradition of excellence that has stood strong for over a century.



the Southern Pines Way

We strive to achieve this through...

T

TEAMWORK

We value an organizational culture that aspires to high-performance. We are hopeful about our future and confident in our ability to overcome challenges together.

We empower our employees to do their best and find new ways to lead and contribute their skills, enthusiasm, and ideas.

Trust and respect are crucial for us to work well as a team, especially during difficult times.

To coordinate our efforts as a Town, it is important to communicate and collaborate effectively within our team.

Building partnerships with each other and our community are vital for our success.

We value inclusivity and treat each other and our community with respect. Diversity, in all its forms, enriches our team.

No matter which department or work unit we are in, we all represent the Town of Southern Pines.

O

OPPORTUNITIES

We protect our people, facilities, community assets and resources. This helps keep Southern Pines a safe and desirable place to live, work, play, and learn.

We enhance the lives of everyone in Southern Pines through learning opportunities, recreation activities, parks and natural spaces, and superior services.

We help create a bright & sustainable future for our residents & businesses.

Each day and each task is a chance to build and maintain trust within our team and with the community. Our actions and thoughts show that we value integrity, accountability, honesty, transparency, and professionalism.

Every time we interact with a community member or a team member, we have an opportunity to show kindness, understanding, and earn respect.

We can learn from our past and use it as an opportunity to make our future better.

S

SUPERIOR SERVICE

The "Southern Pines Way" is a high standard. We recognize this, are not afraid of it, and expect it from everyone who chooses Southern Pines.

To provide superior service, we need to be prepared, well-trained, proactive, efficient, and work together towards success.

We set a positive example and earn the trust of our community and others.

By being creative, innovative, and adaptable, we can find the best path forward.

We understand that sticking to the usual way of doing things may not always be the best approach. We're not afraid to question it or explore other options.

We promote responsible and sustainable practices. We take care of the community's assets and resources, especially our finances.

We value and actively seek feedback from those we serve.

P

PRIDE

We take great pride in the natural beauty, historical sites, local businesses, public spaces, and schools in Southern Pines. We want everyone to be able to access and enjoy these wonderful assets safely.

We respect and celebrate the diverse heritage and people in our community.

We have dedicated, skilled, and educated employees and we all contribute to our team's success. We are committed to supporting each other as we strive to reach our full potential.

We always strive to complete our work in a way that makes both our team and the community proud.

Southern Pines is a beautiful and safe place. People choose Southern Pines over other places because of its charm, and we are proud to contribute to maintaining its appeal.

We take pride in working for the Town of Southern Pines and serving our citizens. It is an honor to help make our community a better place.



Town Paid Benefits*

Medical & Pharmacy: Town pays 95% of premium

5% contribution to employee 401k account

Contribution to Local Government Employee's Retirement System

\$100/pay period discretionary supplemental income

\$50k life insurance policy

Paid vacation, sick leave, and holidays

*available to full-time employees

Employee Funded Benefits

Medical, Pharmacy, Vision: dependent coverage available

Dental insurance**

Supplemental life insurance**

Long-Term Disability, Short-Term Disability, Critical Illness insurance, and Accident insurance

Flexible Spending Account (FSA)**

Additional options for retirement savings

**employee + dependents

Other Benefits

Merit-based pay increases + 2% raise after completing probation

Free library card

Employee discount on parks & recreation programs

Options for remote work & flexible schedule***

Employee wellness program

Training & travel for professional development + tuition assistance

Town cell phone or stipend***

Free parking

***depending on job



Leadership Team

Town Manager: Reagan Parsons
 Assistant Town Manager: Jessica Roth
 Assistant Town Manager & Fire Chief: Mike Cameron

Administrative Services & HR: Bruce Rosenberger
 Finance & Utility Billing: Tess Brubaker-Speis
 IT & GIS: Nedra Norton
 Legal: Mac McCarley
 Library: Amanda Brown
 Parks & Recreation: Cindi King
 Planning: B.J. Grieve
 Police: Chief Nick Polidori
 Public Works: Cory Albers
 Utilities & Engineering, James Michel, P.E.