

Entry Level Firefighter

Mid-Columbia Fire & Rescue | The Dalles, Oregon

Application Opens	Application Materials Due	Assessment Center	Chiefs Interviews
July 27, 2026	August 13, 2026 at 5:00 PM PST	August 25, 2026	Anticipated August 26-27, 2026

Mid-Columbia Fire & Rescue is accepting applications to fill an eligibility to fill Entry Level Firefighter positions. The eligibility list established through this process will be used to fill current and future vacancies, with two positions anticipated to be filled in 2026.

About the Position

MCFR is seeking motivated firefighter/EMS professionals who are committed to public service, teamwork, operational readiness, and serving a growing fire district in the Columbia River Gorge. This recruitment is for Entry Level Firefighter, with National or Oregon EMT or Paramedic licensure required by hire and NFPA 1001 firefighter academy completion documentation required to apply.

Minimum Application Requirements

- Completed Mid-Columbia Fire & Rescue application, available at mcfr.org.
- Documentation of completion of an NFPA 1001 or DPSST Firefighter Academy.
- Documentation of current National or Oregon EMT or Paramedic license.
- Applicants who do not currently hold a National or Oregon EMT or Paramedic license, but anticipate obtaining licensure by date of hire, should include an explanation with the application.

Compensation and Incentives

Firefighter/EMT \$26.69 - \$32.44/hour Approx. \$78,668 - \$95,622 annually	Firefighter/Paramedic Approx. \$29.87 - \$36.66/hour Includes 13% paramedic incentive; approx. \$88,895 - \$108,053 annually
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- 2% educational incentive for an AA/AS Fire Service Degree.
- Longevity incentive of 2% at 10 years and 4% at 20 years.
- Two Kelly Days in 2026 as outlined in the 2025-2029 Collective Bargaining Agreement.

Benefits

MCFR offers an excellent benefits package including Oregon PERS retirement, District-paid deferred compensation at 3% of base wage, 90% employer-paid employee and dependent health insurance, Post Employment Health Plan contribution of 4% of base wage plus CBA-based incentives, and quarterly employer contribution to VEBA.

Testing and Selection Process

Written Examination	Minimum passing score of 75%; 30% of final testing score
Oral Board Interview #1	35% of final testing score
Oral Board Interview #2	35% of final testing score
Physical Ability Test	Pass/fail
Preference Points	Military and current employee preference points applied after final scores are calculated

Preference Points

Veterans preference points are available for candidates who qualify and will be added to the final score to determine placement on the eligibility list. Qualified veterans may receive 5 points and qualified disabled veterans may receive 10 points. MCFR current employees will receive 5 points.

Minimum Job Requirements

- At least 18 years of age.
- United States citizen or lawfully able to work in the United States.
- High school diploma or GED.
- Driver's license valid in Oregon.
- Ability to read and speak English.
- Specific vision abilities including close vision, distance vision, color vision, peripheral vision, depth perception, and ability to adjust focus.
- Oregon licensed EMT or Paramedic and DPSST NFPA Firefighter I or equivalent ProBoard/IFSAC certification upon hire.

Background and Pre-Employment Requirements

Candidates must successfully complete required pre-employment screening. Specific disqualifiers include failure to pass the DPSST Revocation and Denial Background Check, recent driving suspensions, recent DUII arrests or convictions, and failure to pass the required drug screen. Marijuana is included as a disqualifying drug under the pre-employment process.

About Mid-Columbia Fire & Rescue

Mid-Columbia Fire & Rescue is a combination all-hazard response agency that responds to approximately 4,000 calls for service annually. The District is located along the Columbia River approximately 80 miles east of Portland and protects The Dalles, Wasco County's largest incorporated city and county seat. MCFR operates from two staffed stations and is planning for a third. The District operates jump-staffed companies and is actively increasing Technical Rescue, Marine, and HazMat capabilities as it moves into 2027.

The Dalles and Columbia River Gorge

The Dalles offers approximately 300 days of sunshine each year and access to cycling, hiking, hunting, fishing, geocaching, history, and wine country. The area is rich in history and culture, with proximity to the Columbia River Gorge, high desert, forests, Mount Hood, Mount Adams, and Portland. The community offers a rural quality of life with access to urban amenities within less than a two-hour drive.

How to Apply

Application materials are due by August 13, 2026 at 5:00 PM PST.

Submit applications to Mid-Columbia Fire & Rescue, Fire Station 1, 1400 W. 8th Street, The Dalles, Oregon 97058, or electronically to jobs@mcfrr.org.

For more information, visit mcfrr.org.