WE'RE HIRING!

NORTH KITSAP FIRE & RESCUE

ENTRY-LEVEL FIREFIGHTER/EMT

26642 MILLER BAY ROAD NE | KINGSTON, WA 98346
(360)297-3619 | NKFR.ORG



North Kitsap Fire & Rescue (NKFR) is hiring to fill three entry-level firefighter/EMT positions. Selected candidates will be sent to EMT Academy (July 6 – August 28) and Fire Academy (August 31 – December 11).

HIRING PROCESS

- Application
- National Testing Network (NTN) FireTeam Exam and Public Safety Self Assessment
- CPAT
- Interviews
- LEOFF 2 medical exam
- Psychological evaluation
- Background check
- Abstract of Driving Record

BENEFITS

- Union position, represented by the IAFF
- LEOFF 2 Retirement
- Generous benefit allocation starts at $1,354.57/month
- Educational incentive
- 288 hours of annual sick leave
- 216 - 486 hours of annual leave, depending on years of service
- 48/96 schedule
- Strong community support
- Beautiful setting

COMPENSATION

The 2026 monthly salary for top-step firefighters is $9,447.73. Entry-level firefighters start at $5,668.64.

APPLICATION REQUIREMENTS & DEADLINE

Candidates apply for the position via the National Testing Network (NTN) and complete the FireTEAM exam and the Public Safety Self Assessment (Parts 1 & 2). In addition and to be considered, candidates must submit an NKFR application and proof of successful Candidate Physical Abilities Test (CPAT) to **Director of Administrative Services Katie Patti via email to patti@nkfr.org or via US Mail or in-person to the address listed above.**

Complete submissions received by **4 p.m. on March 13, 2026** will be reviewed and selected candidates will be invited to participate in the next steps. For more information, job description and application, visit the district's website at www.nkfr.org.

MINIMUM QUALIFICATIONS

- High school diploma or equivalent
- Possess or ability to obtain Washington State Driver's License within 30 days of time of hiring
- Insurable as a driver in Washington State
- Possess right to work in the United States
- Ability to read, write and speak the English language

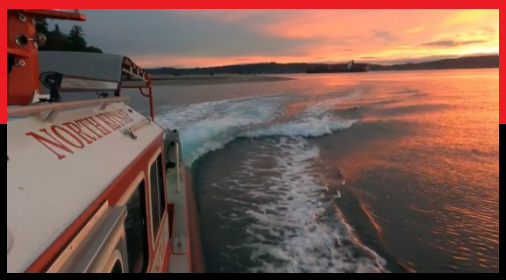


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SERVICE AREA

- 46 sq mi of urban, suburban and rural/forested areas with about 34 mi of saltwater shoreline
- 4 staffed stations and one volunteer station
- Population of about 21,000
- Includes most of the Port Madison Indian Reservation (Suquamish Tribe) and, by contract, the Port Gamble S'Klallam Reservation

2025 RESPONSES

- 3,696 total (67% EMS)
- Average of 10.2 calls per day
- 11 structure fires

PERSONNEL

- 45 career responders across 3 shifts on a 48-on/96-off schedule with a daily minimum staffing of 11: 1 BC, 4 LTs, 1 FF/PM and 5 FF/EMTs
- 15 day-shift personnel: fire chief, 2 asst chiefs, training chief, MSO, PIO, 4 administrative services, 5 apparatus & facilities maintenance
- 9 volunteers: 6 tender-operators, 1 chaplain, 2 child passenger safety technicians

DEPARTMENT OVERVIEW

North Kitsap Fire & Rescue (NKF&R) is a fire protection district serving the communities of Hansville, Kingston, Indianola, Miller Bay, Suquamish and Port Gamble S'Klallam on the northeastern tip of the Kitsap Peninsula. We provide all-hazards emergency response and community risk reduction services.

In addition, we are especially committed to training, education and community engagement. When crews aren't responding to emergencies, they are often drilling at a training tower or around their stations. We are also quite active in the community, continuously seeking opportunities to meet our mission through prevention and to add value between emergencies. We have been very successful with ballot measures, often earning more than 70% approval for our proposals. This public support has been key to our quality apparatus and equipment as well as to our staffing levels.

AREA INFORMATION

NKF&R's district is composed of several densely-populated neighborhoods and towns connected by scenic roadways. Three elementary schools, a middle school and a high school fall within NKF&R's boundaries. There are large swaths of natural lands; many of these parcels are parks with access to the water as well as to inland hiking, biking and horseback riding. The Port of Kingston includes a marina as well as one of the district's several boat launches. The two tribes operate museums, casinos and hotels. A Washington State Ferries terminal provides service to and from the I-5 corridor at Edmonds, and Kitsap Transit's passenger-only ferry runs directly from Kingston to downtown Seattle.

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