



TOWN OF CHARLTON

Fire Department

PO Box 114, Charlton City, MA 01508
Phone 508-248-2299 Fax 508-248-6190

*Headquarters Located at 10 Power Station Road
Rob Barton, Fire Chief*



Job Posting

Full-time Firefighter / EMT (Paramedic Preferred)

Salary Range for Paramedic is \$68,000 - \$69,500

The Charlton Fire Department is seeking qualified candidates for an immediate opening of a Firefighter / EMT (Paramedic Preferred). Interested parties should submit a cover letter, resume, and complete the application on the Town of Charlton Human Resource website. <https://www.townofcharlton.net/472/Employment-Opportunities> Posting will remain open until; preference will be given to individuals who submit their application by 5 pm on 3/28/25. Cover letters and resumes will not be accepted in person at Fire HQ.

Minimum Qualifications:

- High School Diploma / GED
- Valid Driver's License
- Certified EMT

- Paramedic Certification
- Paramedic Students
- Firefighter I/II Certification

Preferred Qualifications:

Ideal candidates will have experience in the delivery of prehospital emergency care at the paramedic level, previous firefighting experience, and a desire to be engaged in a team focused organization. Candidates should be compassionate, energetic, and driven to make a difference in the community. There is no residency requirement.

Benefits include:

- Vacation time
- Personal days
- Floating holidays
- Sick time
- Clothing allowance
- 80% health insurance – Zero deductible (including family plans)

Educational incentives include:

- 60% tuition reimbursement
- College degree stipends
- 48 hrs. of paid training time

The Charlton Fire Department provides all hazards response including fire suppression, EMS, technical rescue, and hazardous materials incident mitigation to residents and visitors. We have members assigned to the Fire District 7 Dive Team, Technical Rescue Team, and Fire Investigation Unit with our annual call volume being 2,600. We are in the process of building a second station that will be staffed with additional members that the Town has already committed to. The Town of Charlton is located between Auburn and Sturbridge along the Route 20 and I-90 corridor.

The twenty-four members of the Charlton Fire Department are assigned to four working groups on a rotating 24-hour schedule with a 42-hour work week. Compensation is afforded through the collective bargaining agreement between the Town of Charlton and IAFF Local 4023. Starting salary range for a Firefighter / Paramedic is \$68,300.00 - \$69,500.00 (entering contract negotiations) plus paid holidays. Experience, qualifications and previous time in the fire service may influence initial benefits offering. The Town of Charlton participates in the Worcester County Retirement System and is an equal opportunity employer.

Candidates will participate in an oral interview board and be subject to a background investigation, including a Massachusetts Criminal Offender Records Information (CORI) check. Successful candidates will be subject to passing Physical Ability Testing (PAT), pre-employment medical evaluation, and character assessment.