Four Mile Fire Protection District

1740 Fourmile Canyon Drive
Boulder, Colorado 80302
(303) 449-3333

JOB ANNOUNCEMENT
Seasonal Firefighter
Initial Posting January 21st, 2026

I. Position Description

Four Mile Fire Protection District is a rural combination (career/volunteer) district located in the foothills of western Boulder County. Four Mile is comprised of a full-time paid Fire Chief, Fire Crew (4 permanent and 8 seasonal) and District Administrator, and approximately 20 volunteer firefighters.

Four Mile's Fire Crew focuses primarily on all-hazard call response, wildland fire suppression, and mitigation. The Crew has grown in size over the last several years, adding permanent and seasonal positions. **We are currently hiring FOUR seasonal firefighter positions for the 2026 season (April-October).**

Four Mile responds to 100-150 emergency calls for service annually, covering 47 square miles and 4200 residents between our district and automatic aid agreements with neighboring districts. Despite relatively low call volume, emergency response and training is the primary responsibility of our firefighters, and they are expected to work calmly and efficiently in a range of emergency environments, including medical, wildland fire, structure fire, motor vehicle accidents, and other call types under the supervision of the Chief, Crew Captain, and volunteer officers.

Wildland fire assignments are another core component of the paid position, and prospective employees interested in these positions must retain availability to commit to 2-4 national fire assignments each year, although opportunity may exist for more assignments (these are typically 14-day but can be up to 21-day deployments). Assignments may be with one of Four Mile's dispatch engines (Type 6 and Type 3) or with Shadow Canyon, Boulder County's Type 2IA hand crew hosted by the Sheriff's Office Fire Management program. Additionally, the Fire Crew specializes as an initial attack resource for our district and all of Boulder County and may be requested for short 2–3-day statewide "surge" assignments.

Another primary function of the Fire Crew is wildfire mitigation/fuels management, which represents the largest share of day-to-day work throughout the season. This is physically demanding, arduous labor; utilizing chainsaws, woodchippers, ATVs, winches and other equipment for landscape fuels reduction and defensible space projects. Good physical fitness is required, as is willingness and enthusiasm in learning and performing this skillset.

The Fire Crew is involved in every aspect of Four Mile's general operations, including:

- Station, equipment, and apparatus maintenance;
- Fire and medical training (including planning and teaching trainings commensurate with qualifications);
- Construction and repair projects (e.g., water sources, community signage, storage sheds);
- Administration (e.g., emergency run reporting, creating and updating inventories, etc.); and
- Miscellaneous duties including community service and outreach, and emergency preparation.

II. Seasonal Firefighter Position Details

- Position start/end dates: April 13th - October 31st, 2026 (there may be opportunities for additional work beyond the end of season).
- Duty Location: Poorman Station, 1740 Fourmile Canyon Drive, Boulder, CO 80302.
- Work Schedule:
    - Regular work hours are 0730-1730.
    - The Crew is split into two shifts: Sunday-Wednesday (A shift) and Wednesday-Saturday (B shift).

    - Both shifts will begin the season together with Critical Training, which will follow a Monday-Friday 0900-1700 schedule for the first two weeks.
    - Occasional irregular and overtime hours during local emergencies, critical fire weather periods, and out-of-district fire assignments.
    - One hour per workday is allocated toward Physical Training, typically at the beginning of shift.
- Compensation and Benefits:
    - Hourly wage: $22 - $26 depending on experience/qualifications.
    - 48 hours Sick Leave Pay per season.
    - Wildland fire assignments pay at a higher hourly rate depending on qualifications and may be a source of significant overtime (200+ hours/season is typical).
    - Overtime pays at time-and-a-half including on fire assignments.
    - Opportunities for promotion and career development, including EMS and structure fire qualifications.
    - PPE, crew uniforms and apparel are all provided in addition to a boot stipend every two years.
    - Some additional gear for fire assignments will be issued to crew members at the start of the season.

III. Required qualifications/experience

- Minimum qualification:
    - 18 years of age or older and High School diploma or equivalent;
    - Possess or be able to obtain a Driver's License by start date; possess a good driving history and be insurable by the District's insurance provider; and
    - Physical ability to pass the arduous work capacity test (3 miles in under 45 minutes with 45lb pack).

- Desired qualifications:
    - FFT2 or completion of S-130/190, L-180, and IC-100/700;
    - FAL3 or experience with chainsaws or other power tools;
    - Experience operating heavy vehicles and trailers;
    - CPR/First Aid certification or higher level of EMS qualification; or
    - Professional work experience and/or post-secondary education in one of the following fields: emergency response, forestry/tree work, trails/range crew, heavy equipment operation, other relevant manual and outdoor labor.

IV. Duties and Responsibilities

- Perform all-hazard emergency response functions in hazardous and demanding conditions commensurate with training/qualification level while maintaining the department's culture of safety.
- Perform wildfire suppression duties on national fire assignments as part of a Type 6 or Type 3 engine company or Shadow Canyon.
- Utilize chainsaws, chippers, winches, ATVs, and other equipment to perform fuels reduction and fire mitigation.
- Perform and/or assist in all necessary maintenance, upkeep and other projects, including engine preventative maintenance, water source testing and repair, general station housekeeping and repair.
- Exemplify duty, integrity, and respect in all actions and while taking direction from supervisors.
- Maintain a professional demeanor and positive, team-oriented attitude while learning the duties of Firefighter.

V. Application Process

The application period for Seasonal Firefighter positions will be open from the time of this job announcement is published until February 28th, 2026. Positions may be filled on a rolling basis beginning February 1st, 2026.

Please indicate your interest in applying by emailing kennedy@fourmilefire.org and whitney@fourmilefire.org. Specify in a brief cover letter why you are a good fit for the job. Attach your current resume and at least two professional references with contact information. Any questions about the position or application process can be sent to the same emails or directed to the phone number listed at the top of this announcement.

Applications will be reviewed within a week of receipt, at which time you will be notified by email of any hiring decisions. Competitive candidates will be screened by phone interview and may be invited to a panel interview at Poorman Station. In extenuating circumstances, the panel interview may be conducted by video call.

Any job offer is contingent upon passing a background check and verification of driving record.