



Missoula Rural Fire District

Recruitment Process

The Missoula Rural Fire District is an equal opportunity employer and will not discriminate on the basis of race, creed, religion, color, or national origin or because of age, physical or mental disability, marital status, or sex when the reasonable demands of the position do not require an age, physical or mental disability, marital status, or sex distinction;

Minimum Qualifications

In order to be considered for a position with the Missoula Rural Fire District (MRFD) as a firefighter, applicants must meet the following minimum required qualifications:

- Be a citizen of the United States;
- Be at least 18 years of age;
- Be a high school graduate or possess a G.E.D. certificate;
- Possess or be eligible to obtain a Montana driver's license at time of hiring;
- Be of sound physical health;
- Possess a current State of Montana – Board of Examiners EMT license or the ability to obtain current State of Montana – Board of Examiners EMT license by the date of hire.
- Possess a valid Certificate of Completion for Candidate Physical Ability Test (CPAT) (passed within the previous 18-months from date of job posting)

Selection Process

Summary of the process involved in becoming an MRFD Firefighter

Application Screening

After the application process closes, applications are reviewed for completeness and accuracy, and to ensure that candidates meet the minimum requirements. Candidates are also screened based on numerous job-related criteria:

- Relevant education beyond high school;
- Prior fire service experience;
- Other relevant experience;



- Training from national certifying bodies such as NREMT, IFSAC, Pro-Board, NFPA, ICC, etc.
- Medical Certification

Staff Interview

Candidates selected from the application screening process will be interviewed by virtual means as the first step in the hiring process.

After the application screening process and staff interview, successful candidates may be invited to participate in further hiring processes. Candidates must successfully pass each portion below before moving on in the process. Screening criteria available upon request.

Oral Chiefs Interview

- Candidates must satisfactorily complete a structured interview before a panel in Missoula, Montana, which involves questions related to being an MRFD Firefighter.
- Successful candidates will be placed in the hiring pool.
- Screening criteria available upon request.

Candidate(s) selected from the hiring pool for a position with MRFD will be given a conditional job offer, contingent on completing the post offer requirements.

Background Investigation

Selected applicants must pass an extensive background investigation which includes, at a minimum:

- Criminal history records check
- Driving records history check
- Previous employer professional reference checks
- Verification of application materials and qualifications

Physical Examination

Selected applicants must pass an extensive physical examination.

Education and Training

A summary of the education and training required after being hired as an MRFD Firefighter

Initial Training

Upon being hired, all probationary firefighters begin with the new recruit training academy which covers various fire service topics.



Probationary Period

All firefighters must successfully complete a one-year probationary period to continue their employment with MRFD.

Ongoing Training

All firefighters receive ongoing training, continuing education and certifications in numerous areas and disciplines that meet or exceed national standards.

Promotional Training

Firefighters who are promoted within the department receive training regarding that position.

Salary, Retirement & Benefits

- [Missoula Rural Firefighters Local 2457 IAFF Contract](#)
- [Firefighters United Retirement System Information](#)
- MRFD provides employer paid medical, dental and vision insurance for employee, spouse and children. In addition, MRFD provides employer paid long-term disability and an employee assistance program (EAP). MRFD offers paid Holidays, sick leave and vacation leave. MRFD has annual physical reimbursement and gym reimbursement programs.



Frequently Asked Questions

Do I have to live within the District's boundaries to work for MRFD?

No. There is no requirement that employees live within the District's boundaries or within a specific distance of a fire station. When considering housing locations, firefighters should consider such things as seasonal road conditions and call backs for major incidents.

Do firefighters get paid during training?

Yes. Firefighters are paid from the day they are officially hired (the first day of their initial training)

Are firefighters required to purchase their own equipment or uniforms?

MRFD provides all necessary uniforms and equipment, except for the duty belt and station footwear.

How long after the application closing date will I know if I have been selected for the testing and interview process?

The application screening process generally takes 1-2 weeks. You will be contacted via phone or email soon after.

What is your policy regarding tattoos, piercings, grooming and overall appearance?

Refer to [SOG 1120.010, Standard Uniform and Hair Regulations](#)

Pay for previous experience

MRFD looks to attract and hire the best candidates for positions and sees the value in hiring candidates with previous fire service experience. But all new hires are paid at the probationary firefighter wage plus applicable incentive pay per the CBA.