



Nacogdoches Fire and Rescue

Proudly serving since 1908

Click the Link Below to Apply:

<https://www.applicantpro.com/openings/nactx/jobs>

Probationary Firefighters earn a starting salary of approximately \$55,200 for the first year of service with additional certification bonuses available.

Firefighter Cadets earn \$45,000 annually while attending the fire academy and/or emergency medical training.

Health insurance is provided free for all employees, Vision and Dental Insurance available, TMRS retirement system at 7% with a 2:1 match provided,



Nacogdoches Fire and Rescue provides fire suppression and prevention, vehicle rescue, and first responder medical services to the citizens of our city. We have specialized teams that participate in TIFMAS wildfire deployments, swift water rescues, and rescue diving.



Firefighter Entrance Exam Date: Saturday, March 15, 2025

The application period opens February 3, 2025 and closes

March 7, 2025

Join Nacogdoches Fire and Rescue to be part of a progressive, professional team!



Firefighter – Nacogdoches Fire and Rescue

Job Opportunity



Nacogdoches Fire and Rescue personnel provide exceptional customer service while conducting firefighting, fire prevention, rescue, emergency medical services, community relations, outreach, and training operations.

Nacogdoches Firefighter candidates who hold both their firefighter certification and an EMT certification will complete an extensive six-month field training program in conjunction with a one-year probationary period.

Uncertified candidates will attend requisite firefighter and/or medical training provided by Nacogdoches Fire and Rescue. Successful completion of the required training and certification is a condition of continued employment.

Required Qualifications:

- Be twenty-one (21) years of age at minimum
- Maintain an exemplary driving record and clean criminal history
- Possess sixty (60) credit hours from an accredited college-level institution or possess two (2) years of full-time work experience
- Possess a valid Texas Driver's License - Class B; or have the ability to obtain said license within three (3) months
- Within one year from date of hire, members must reside within a 60-mile radius of Fire Station 5 located at 214 East Pilar Street.

Preferred Qualifications:

- Possess certifications from the Texas Commission on Fire Protection (TCFP) in Basic Fire Suppression, to include FFI, FFII, Hazardous Materials Awareness, and Operations, or provide documentation from the TCFP of seventy (70) percent or higher score in each of the above areas, and/or provide IFSAC seals for the same. Candidates that possess the Hazardous Materials Technician certification may be exempt from the Operations or Awareness level documentation requirement.
- Possess a Texas Department of State Health Services – EMT, Advanced EMT, Paramedic, or provide documentation demonstrating seventy (70) percent or higher score on the National Registry EMT exam indicating eligibility for certification
- Have or obtain a TCFP- Driver/Operator-Pumper Certification within one (1) year of the date of hire

Compensation:

Nacogdoches Fire and Rescue offers a competitive salary, along with a longevity/step incentive program, advanced certification or assignment stipends, a comprehensive benefits package including enrollment in the Texas Municipal Retirement System with a 2:1 contribution matching program, employer paid health, dental and life insurance, as well as paid vacation, sick and holiday pay, also an available 457 deferred-compensation retirement plan. Salary for a first-year probationary firefighter is \$55,200 with additional certification pay available. Salary for a firefighter cadet who does not hold both a firefighter and EMT certification is \$45,000 annually until certifications are obtained.

Instructions:

Applications may be obtained at:

<https://www.applicantpro.com/openings/nactx/jobs>

Submit Application by:

5:00 PM, Friday, 3/7/2025

Attend Written Entrance Exam:

7:45 AM, Saturday, 3/15/2025

*The City of Nacogdoches is a drug free work place. Offers of employment with Nacogdoches Fire and Rescue will be conditional based on successfully passing a controlled substance and alcohol screening, along with a physical ability test, as well as physical and mental health exams.