The South Walton Fire District (SWFD) is currently recruiting
Firefighters/Emergency Medical Technicians/Paramedics
2026 Testing Period – Tentative Hire April 2026

Complete the employment application. Be certain to complete all sections.

Submit your supporting documents: Legible copies of the documents must be submitted at the time of application. Applications are not processed until all required documents have been received by SWFD. See job advertisement for the list of documents. Application and supporting documents should be sent to career@swfd.org.

The application process involves three (3) phases

1. Phase I: Must obtain a passing score on FireTEAM, a computer-based exam, as well as the Public Safety Self-Assessment (PSSA) Part I & Part II. These are administered by National Testing Network (NTN) at: https://nationaltestingnetwork.com/ Applicants must choose to send South Walton Fire District your scores PRIOR to taking the exams. Both must be successfully completed before advancing. There is a fee to take the exam. Make every attempt to schedule your exam early in the process, the deadline will not be extended.
2. Phase II: A physical abilities test administered by South Walton Fire District. Candidates must successfully pass Phase II before advancing:
3. Phase III: Interview

Deadline to have Phase I and application process complete: Friday, February 6, 2026

FIREFIGHTER/EMT/PARAMEDIC

Great Pay & Benefits

Initial compensation for FF/EMT = $24.03/hr.
Compensation for FF/Paramedic $27.64/hr. after obtaining agency paramedic credentialing
48/96 Schedule

The South Walton Fire District (SWFD) is a professional fire / rescue agency located in a premier beach community of the Florida panhandle. Nestled in the southern portion of Walton County with 26 miles of beaches along the Gulf of Mexico, our District is responsible for the Fire Protection, Emergency Medical Services Transport, Beach Lifeguards, Hazardous Mitigation, Technical Rescue and Public Education and Prevention activities for 84 square miles. Our population ranges from approximately 40,000 to over 150,000 depending on our tourist season.

Position Summary:

This is specialized work in the protection of life and property through emergency and non-emergency services to the citizens of South Walton. Work is performed under the general supervision of the Lieutenant with considerable independence requiring discretion, sound judgment and initiative while being committed to organizational values and providing customer service and positive community relations.

Major Duties:

- Performs fire suppression as a team member and/or individually by manning hose lines, operating handheld fire suppression equipment, and carrying out related duties in emergency firefighting situations
- Performs emergency medical services on persons injured or ill according to National, State and District guidelines and protocols at either an EMT or paramedic level depending upon certification
- Performs rescue functions to extricate victims from occupancies filled with heat, smoke, and toxic gases by entering occupancy and physically removing victims
- Performs rescue and extrication functions of victims involved in vehicular entrapments using specific hand and pneumatic equipment
- Performs salvage and clean-up functions as required at the conclusion of fire-related emergency scenes
- Maintains physical conditioning and physical stamina required to perform firefighting duties
- Performs routine inspections of personal safety equipment in order to ensure equipment is in optimum condition and promptly notifies superiors of deficiencies.
- Attends classroom and drill ground training sessions in order to continuously update knowledge and skills required for effective work performance
- Communicates and interacts with co-workers and/or the public either collectively or on a person-to-person level to receive emergency instructions or relay emergency information
- Participates in public relations activities such as school demonstrations, safety demonstrations, etc., to promote the image of the District as a public safety provider within the community
- Performs clean-up and janitorial duties in fire stations to maintain a clean working and living environment
- Operates District emergency vehicles as qualified and required
- Performs pre-fire planning of assigned establishments
- Performs other related duties as required

Knowledge Required for the Position:

- Knowledge of District, policies, guidelines, protocols and related ordinances.
- Knowledge of modern firefighting principles, practices and methods.
- Knowledge of firefighting equipment, including personal protective equipment (PPE).
- Knowledge of hazard identification and correction, including escape route planning.
- Knowledge of fire behavior
- Knowledge of the Incident Management System (ICS)
- Knowledge of principles of hydraulics applied to fire suppression
- Knowledge of the street system and physical layout of the District
- Knowledge of emergency medical care methods, techniques and equipment

- Skilled in operating heavy emergency equipment
- Skilled in the use of tools, equipment and apparatus to fight fires, rescue or provide emergency medical care
- Skilled in operating a computer
- Skilled in effective and efficient oral and written communication
- Ability to understand and follow written and oral instructions
- Ability to establish and maintain cooperative relationships with fellow employees and the public
- Ability to perform duties in a safe and effective manner under stressful situations and conditions
- Ability to perform building familiarization activities
- Ability to perform heavy manual labor

Supervisory Controls:

Reports to assigned Lieutenant

Physical Demands:

The following physical requirements provide guidelines for the standards that apply:
Tasks involve the intermittent performance of extremely physically demanding work, typically involving some combination of reaching, bending, stooping, kneeling, crouching, running, climbing, and that may involve the lifting, carrying, pushing, and/or pulling of extremely heavy objects (150+ pounds), such as in the event of rescuing or transporting a victim/patient in the performance of rescue operations. When performing fire services and/or rescue operations, tasks are performed with potential for intermittent exposure to occupational health hazards including, but not limited to, fire, extreme temperatures, wetness, humidity, inclement weather, loud noise, toxic/chemical agents, electrical currents, pathogens, fumes, gases, odors, erratic or unpredictable human behavior, weapons, and explosives. Tasks include working around moving parts, vehicles, equipment, carts, and materials handling, where extremely heightened awareness to surroundings and environment is essential in the preservation of life and property. Personal protection equipment applies in the preservation of life and property, as does special equipment including, but not limited to, various types of containment suits, self-contained breathing apparatus equipment (SCBA) and safety gear.

- Must successfully pass the Fire District's medical/physical, drug screen and background check requirements as a condition of employment

Work Environment:

The work is typically performed at the fire station or at emergency scenes. Outside work may occasionally be performed in emergency conditions which may often involve extreme danger and exertion under stressful and hazardous conditions such as flames, smoke, hazardous materials, cramped conditions, charged or oxygen deficient atmospheres, downed power lines, in and among moving vehicles in varying and inclement weather,

among others.

NOTE: Reasonable accommodation considerations will be made for otherwise qualified individuals with a disability.

Supervisory and Management Responsibility:

None

Minimum Qualifications:

- Eighteen (18) years of age
- High School diploma or equivalent
- Hold a State of Florida Certificate of Compliance as a Firefighter II
- Posses and maintain a current Florida EMT or Paramedic license
- Hold a valid American Heart Association BLS Heath Care Provider certification
- Hold a valid American Heart Association ACLS Health Care Provider certification, if applicable
- Posses a valid Florida Driver's License with an acceptable driving record.
- Hold a Florida approved 16-hour Emergency Vehicle Operations Certificate (EVOC) required
- Must comply with NFPA 1582 Standard on Comprehensive Occupational Medical Program for Fire Departments, 2022 Edition
- National Incident Management System certification in IS-100, IS-200, IS-700, and IS-800
- Florida Forestry certification in S130, S190 (Wildland Firefighter)
- Must successfully pass Fire Service Testing through the National Testing Network
- Complete the District's physical ability and oral interview process with a passing score
- Must be a non-smoking/non-tobacco (including vape products) using person while on the job.

This job description is illustrative, and not all inclusive.

DURING OCCASIONS OF LOCAL EMERGENCIES, THIS POSITION MAY BE REQUIRED TO REPORT TO PERFORM EMERGENCY TASKS, WHICH MAY RESULT IN EXTENDED WORK HOURS, AS WELL AS EXTENDED PERIODS OF TIME AWAY FROM FAMILY MEMBERS.

In order to apply for testing, please complete and/or upload the following documents:

1. **Application for Employment**
2. **Florida Firefighter II Certificate of Compliance**
3. **Current Florida EMT or Paramedic License**
4. **Valid American Heart Association BLS Health Care Provider Certification**
5. **Valid American Heart Association ACLS Health Care Provider Certification, if Applicable**
6. **Florida Approved 16-hour Emergency Vehicle Operator's Certificate**
7. **Other Certifications May be Uploaded as Well**

Disclosure: *Individuals hired must successfully complete all State of Florida and local requirements to become a Certified Paramedic within four (4) years from the date of employment. SWFD will cover the cost of Paramedic school for employees that successfully obtain certification within a designated time period.*