

SHIFT COMMANDER / CAPTAIN

Salary: Year 1: \$72,058 Year 5: \$81,102

(Salary Includes FLSA Overtime)

The Cloverdale RFPD is seeking applicants for the position of Captain – Shift Commander. The Shift Commander is responsible for overseeing all fire suppression, rescue, emergency medical, and related activities during their assigned shift. As a senior leader, the Shift Commander ensures adherence to district policies, directs station operations, and manages personnel, including students, volunteer captains, and other volunteers. This role involves incident command during emergencies, ensuring safety, coordinating training programs and managing station maintenance. The Shift Commander also plays a key role in budgeting and fire prevention, public education, and equipment management. The position requires a minimum of five years of paid or volunteer fire service experience, with 2 years of prior leadership experience. Strong communication, leadership, and decision-making skills are essential, along with the ability to respond effectively in high-pressure situations.

About the District

Cloverdale Rural Fire Protection District is seeking highly skilled, motivated, and innovative leaders to fill two shift Captain positions, one immediate opening and the other position will be filled in early 2027. This is a full-time position responsible for the operation and supervision of a designated shift (48 hrs. on / 96 hrs. off). There is a 45min residency requirement to station 602.

Cloverdale RFPD was established in 1963 and has a rich history of serving its citizens. Located in the heart of Central Oregon, Cloverdale lies within the tri-cities of Bend, Redmond, and Sisters. The district covers approximately 50 square miles of small farms, ranches, and housing developments, with approximately 4,000 full-time residents served from two fire stations. Cloverdale RFPD is a combination department with most staff being volunteers. Ambulance transport is provided by Sisters-Camp Sherman FD.

Ideal Candidate

The ideal candidate will be a fire officer comfortable commanding wildland fires, structural fires, motor vehicle accidents, and providing emergency medical care. Candidates should be team-oriented and willing to take an active part in training and mentoring students and volunteers.

Must be insurable by the district and able to pass a background check, department physical, and drug test.

Minimum Qualifications

- 5 years of paid or volunteer fire service experience
- 2 years of leadership experience in the fire service
- Must obtain Oregon EMT-B or higher within 6 months
- Instructor I
- Fire Officer I
- NWCG Engine Boss
- Must meet minimum physical and mental standards
- Must pass annual physical ability test and/or medical evaluation
- Must pass District physical exam and drug test
- Valid Oregon Driver's License within 6 months

Desired Qualifications

- Associate degree or higher in fire, EMS, or related field
- NFPA Fire Officer II or higher, Instructor II
- Incident Safety Officer & Blue Card Incident Commander Training
- NWCG Task Force Leader or higher

Benefits

- 100% paid family health insurance
- Vacation and sick leave
- Employer-paid PERS retirement (employer pays employee's 6%)
- Health savings plan (\$300 per month)
- Life insurance
- Paid Holidays
- Overtime opportunities including call-backs, and shift coverage

The application packet is available on-line at

www.cloverdalefire.com

Completed application, resume and cover letter must be received by

June 22, 2026 @ 1700 (5 pm)

via mail or email. Successful candidates will be notified to schedule interviews and skill evaluations.

Email to tbootes@cloverdalefire.com

Mail to:

Cloverdale RFPD – Attn: Capt. Bootes

67433 Cloverdale Rd.

Sisters, OR 97759

For further information, call 541-389-2345