



GENERAL DIRECTIVE

Grand Traverse Metro Emergency Services Authority

Directive Number:	104.11	Effective Date:	2/01/2010
		Revised:	8/26/2019
		Reviewed:	8/26/2019
Section:	Organizational Information		
Subject:	JOB DESCRIPTION – SHIFT CAPTAIN		
By Order of Fire Chief Patrick J. Parker			

I. Scope

Establishes the guidelines and select duties for the position of Shift Captain with the Grand Traverse Metro Emergency Services Authority (GTMESSA)

II. General

Under the direction of the Assistant Chief of Operations, supervises the activities of the fire station; supervises the activities of the assigned station personnel; participates in and supervises training functions; may direct the work of other fire crews at the scene of a fire; completes quarterly goals and objectives in a timely manner; and does other work as required.

III. Response

ESSENTIAL FUNCTION STATEMENTS – *Essential duties may include, but are not limited to, the following:*

Essential Functions:

- A. Respond to fire incidents, emergency medical incidents, hazardous materials spills, and other emergency incident calls.
- B. Direct personnel and equipment at the scene of a working fire, rescue operation or other emergency incident.
- C. Implement the Incident Command System at emergency incidents, directing personnel, and resources as needed.
- D. Conduct station drills and special training programs.
- E. Participate in Annually Required Training Requirements.
- F. Monitor the overall work performance and work quality of assigned personnel (daily routine work and emergency responses).
- G. Evaluate the readiness of personnel and equipment.
- H. Ensure that all assigned personnel are delegated specific station duties, and that they are carrying out these assignments.
- I. Ensure that all assigned personnel are familiar with the policies of the department.
- J. Make sure that assigned personnel have the resources needed to complete their jobs.
- K. Adhere to the GTMESSA Standard Operating Guidelines and ensure that all assigned personnel review and understand the Standard Operating Guidelines.
- L. Complete personnel management related documents (e.g., scheduling, leave requests, special assignments, personnel evaluations).
- M. Conduct formal and informal counseling sessions with subordinates in order to correct work deficiencies, maintain discipline, and to develop goals for improvement.

- N. Conduct formal performance appraisals of subordinates.
- O. Investigate allegations of personnel misconduct, public complaints, internal complaints, and morale problems.
- P. Ensure that preventative maintenance is performed on the station and equipment.
- Q. Perform fire prevention work assigned in the community such as safety and educational presentations, company inspections, and smoke alarm installations.
- R. Participate in the development of pre-fire plans for special target hazards.
- S. Conduct preliminary investigations into the cause and origin of fires, assisting other personnel where needed (Fire Investigator or Fire Marshal).
- T. Make formal presentations to the department, to the public, or other agency officials.
- U. Research and investigate issues for special staff assignments.
- V. Write special reports as part of staff assignments and projects.
- W. Ensure required fire reports are completed in a timely manner.
- X. Prepare and complete payroll forms for the station personnel on a bi-weekly basis for submittal to the administration office.

QUALIFICATIONS

Knowledge of:

- A. Firefighting tactics and strategies.
- B. Emergency care practices and procedures, including EMS incident management practices.
- C. Hazardous materials incidents management at the Technician level.
- D. National Incident Management System (NIMS).
- E. Principles of supervision.
- F. Standard Operating Guidelines (SOG).

Ability to:

- A. Implement, evaluate, and modify tactical plans during an emergency incident.
- B. Effectively assign or delegate work to subordinates, including emergency incident assignments and routine station activities.
- C. Evaluate the results of assigned work and responsibilities and provide constructive feedback to subordinates.
- D. Recognize performance problems and training needs in subordinate personnel.
- E. Function as a positive role model and lead by example.
- F. Give appropriate fire-ground and emergency scene commands.
- G. Effectively utilize computers, software, and communications systems in all aspects of the job.
- H. Maintain accurate written records and schedules of personnel, resources and station operations.
- I. Effectively present classroom and skills-based training to firefighters.
- J. Exercise appropriate judgment in routine supervisory situations and emergency incidents.
- K. Use common sense to reach logical decisions.
- L. Identify possible root causes of problems. Develop effective solutions and propose appropriate recommendations.
- M. Set priorities, coordinate and schedule tasks in a logical manner so as to maximize staff and material resources, and meet goals and timelines.
- N. Make proper assignments of personnel and appropriate use of resources.
- O. Think clearly and remain in control during stressful circumstances and emergency operations.
- P. Remain open to new ideas, approaches or techniques.

Physical Requirements

Maintain physical condition appropriate to the performance of assigned duties and responsibilities which may include the following in full turn out gear including face-mask and SCBA weighing 55 pounds:

- A. Frequently lift/carry a variety of fire equipment weighing up to 60 pounds and occasionally move injured persons
- B. Climb and balance on ladders
- C. Stoop, kneel, crouch and crawl
- D. Reach and handle tools and equipment

Experience

Minimum of eight (8) years of firefighter experience

Minimum of two (2) years of command experience as a regularly working member of a fire department.

Training

Firefighter Level I & II (MFFTC)

Haz Mat Technician Level (MFFTC)

Fire Officer I & II and acquire a Fire Officer III within one year (MFFTC)

License or Certificate

Maintain Northwest Regional Medical Control (NRMCA) level of function: Minimum of EMT-B

Possession of an unrestricted Michigan driver license

Special Requirement

Positions in this class shall be subject to pre-employment drug and alcohol testing. This position will also be subject to a thorough background check.

All GTMESA personnel will participate in the random drug/alcohol testing program.

WORKING CONDITIONS

Environmental Conditions

Periodic exposure to extreme working conditions.

This position may require work on weekends, holidays, 24-hour shift cycles, call back and standby duty.

Wages

The wage scale for this position is a range of \$18.90 to \$22.06 after 4 years of service and exceptional performance reviews. This scale may vary annually due to cost of living adjustments. Overtime may be required. The position is eligible for employee benefits as determined in the GTMESA employee manual.

Physical Conditions

Job functions may require maintaining physical condition necessary for sitting, standing, walking, climbing ladders, and kneeling for prolonged periods of time; as well as handling and reaching. It also requires operating motorized vehicles.

The Grand Traverse Metro Emergency Services Authority reserves the right to revise position descriptions at any time without notice.