

# COLCHESTER TECHNICAL RESCUE Application Packet





**Dear Applicant:**

We are very pleased that you are considering membership with Colchester Technical Rescue. We are an all-volunteer group and accept members from all races, national origins, religions, genders and backgrounds. While no special skills are required to join, it is recommended that you have significant outdoor recreational experience and are prepared to commit to obtaining the required certifications. We look for people that thrive on teamwork, commitment and an attitude towards continually learning.

This information packet contains a wealth of information including membership requirements, the submittal process and membership application. Please take the time to read through it carefully.

There are two primary types of volunteers at Colchester Technical Rescue:

- Rescue Team members specialize in rope rescue, dive rescue, swiftwater rescue, surface ice rescue, backcountry search and rescue, land navigation and wilderness first aid. Rescue members train year-round and must maintain qualifications in these disciplines.
- Support Team members work behind the scenes to perform important administrative duties such as logistics, grant writing, equipment maintenance and fundraising.

Volunteering as a member of Colchester Technical Rescue may be very different from volunteer work you have previously participated in. Our mission is both physically and mentally demanding. It takes a significant amount of time to train and prepare, requires utmost dedication, and can involve making personal sacrifices. Rescues often occur on high cliffs, in dangerous water, deadly weather and other life-threatening circumstances. We urge you to carefully consider your application.

We encourage you to meet our members and to check out our equipment and facilities.

Applications are due by December 31. A clearly defined interview process, initial observation period, and probationary period will define your interaction with us for the next 9-12 months.

Please do not hesitate to email ([membership@colchestertech.org](mailto:membership@colchestertech.org)) if we can be of any assistance with your application. Thank you for your interest in Colchester Technical Rescue. We look forward to receiving your application.

Sincerely,

Michael Cannon, Team Leader  
Colchester Technical Rescue



## APPLICATION INFORMATION

### About our Team and Mission

- Founded in 1989, Colchester Technical Rescue has responded to people in need. Our members are extensively trained in a variety of skills and rescue techniques, ready to answer the call 24 hours a day to almost every imaginable rescue scenario. Our services are always free of charge.
- We operate in all counties of the state and have mutual aid agreements with other agencies.
- Our members are avid outdoors enthusiasts with experience as divers, backcountry skiers, rock & ice climbers, cyclists, drone pilots, backpackers, hikers, and kayakers and have unique awareness and experience operating in high-risk environments. Many of our members are rescue professionals who work as firefighters, EMS providers, law enforcement officers, ski patrollers and medical professionals.
- Our missions often require significant physical exertion to reach injured parties and extract them from their location.
- We are on call 24 hours a day, 365 days a year. Our calls often come at inconvenient times – in the middle of the night, during the worst weather, on weekends and holidays – and can last for many hours.
- Rescue Team Members are issued required equipment, however members should anticipate having to purchase additional personal gear.

### Types of Membership

Once a candidate has met the requirements of acceptance to CTR, they may serve as either a Rescue Team member or a Support Team member.

- **Observational Candidate:** A candidate who is in the 3 month observational period of acceptance to the team. Observational candidates attend all training and meetings but do not respond to calls.
- **Probationary Member:** A member who has been provisionally accepted to CTR by the Membership Committee.
- **Rescue Team Member:** Rescue Team Members have undertaken rigorous, advanced training in a variety of rescue operations which makes them fully deployable. They are skilled in designing, leading and executing advanced rescue systems in harsh environments. Based on extensive training and investment with the team, these members are highly encouraged to commit to many years of service with the Team.
- **Support Team Member:** These members work behind the scenes to perform important administrative duties such as logistics, grant writing, equipment maintenance and fundraising. As their interest or time allows, they may gain the skills necessary to advance to the Rescue Team Member level.



## Applicants to Colchester Technical Rescue must:

- Reside within close proximity of our primary response area.
- Possess strong recreational background in outdoor activities.
- Submit a fully completed and signed application which includes all supporting materials listed in this application.
- Provide an official copy of your [driver's record](https://dmv.vermont.gov/sites/dmv/files/documents/VG-116-Record_Request.pdf) from the Vermont DMV. (https://dmv.vermont.gov/sites/dmv/files/documents/VG-116-Record\_Request.pdf)
- Present a photocopy of your driver's license, CPR card, and any other current fire, EMS, technical rescue, dive or pertinent certifications you hold.
- Sign the volunteer service commitment as part of the application.
- Submit a resume.
- Submit your application by email to [membership@colchestertech.org](mailto:membership@colchestertech.org)
- Provide three letters of reference by means of the *Application Reference Packet*.
- Incomplete applications will be rejected.

## Application Process

- Submit a completed application to [membership@colchestertech.org](mailto:membership@colchestertech.org) by December 31 (Open enrollment is November and December of each year). Applications received after the deadline will be passed over.
- Provide each of your references with the *Application Reference Packet* to complete and return directly to us by January 10.
- Attend an interview with select members of the Team. (January).
- If selected to advance, you'll be entered into a 3-month Observation Period. During this time frame you must attend all monthly meetings and trainings (first Wednesday and third Saturday of the month). During the Observation Period you will only be allowed to observe training events.
- At the end of the Observation Period (May), the Membership Committee will decide whether you will proceed to the 6-9-month Probationary Period. Candidates who we feel confident of successfully completing the rigors of the Probationary Period will be allowed to proceed. Successful candidates demonstrate a willingness to participate, engage with team members and truly understand the commitment about which they are to undertake.
- During the Probationary Period the probationary member is able to respond to missions and actively participate in all Colchester Technical Rescue training activities.
- The Probationary Period is where you will spend a significant amount of time engaged in training and orientation activities. The goal is to complete an intensive training program that is designed to bring probationary members up to Member status by November/December.
- Probationary members are issued minimal equipment.
- Full team member status will be determined in November when the current Membership Committee chooses to accept new members.



Your primary contact throughout the application process is the Training Officer. The Team Leader and Training Officer will review your progress on a regular basis throughout the Application, Observation and Probationary periods.

### Please consider before applying

- ✓ Are you a resident of Colchester or an adjacent community?
- ✓ Are you willing to submit to a background / DMV check?
- ✓ Are you willing to commit extensive time and energy to this team for at least 3-5 years?
- ✓ Are you able to meet the time commitment?
- ✓ Are you able to support the orientation and membership process?

### Application Form

Your application must be *fully* completed when submitted. Incomplete applications will be rejected. It will remain confidential while being reviewed by the interview committee.

### References

Your references should make their submissions by email directly to Colchester Technical Rescue at [membership@colchestertech.org](mailto:membership@colchestertech.org)

Use persons for references that you have known for at least one year. You may use only one Colchester Technical Rescue member as a reference. Your references should be received by January 10.



**Colchester Technical Rescue**  
Application Packet



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**University/Vocational School:** Years completed (circle one) 1 2 3 4

Major / Degree(s) earned: \_\_\_\_\_

School: \_\_\_\_\_ City/State: \_\_\_\_\_

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**Other training or degrees:**

Major / Degree / Program: \_\_\_\_\_

School: \_\_\_\_\_ City/State: \_\_\_\_\_

Course(s): \_\_\_\_\_

+ + + +

**Please list your EMS/Rescue/Fire related skills, Certifications or Professional Memberships:**

\_\_\_\_\_  
\_\_\_\_\_

*You need not disclose membership in professional organizations that may reveal information regarding race, color, creed, religion, ancestry, age, gender, marital status, national origin, disability or handicap, veteran status, or any other protected status.*

**Have you ever been an applicant to or member of any fire or rescue agency?**

\_\_\_\_ Yes \_\_\_\_ No

If so, please state agency name(s), location(s), and date(s) of application and/or membership:

\_\_\_\_\_  
\_\_\_\_\_



**EMPLOYMENT INFORMATION**  
(Include last employer first. Include military service)

**List at least 10 years of Employment Information or 3 Employment Items**

*If you wish to describe additional work experience, please attach additional pages. Please explain any gaps in work history.*

Dates of Employment: From \_\_\_\_\_ To \_\_\_\_\_ Position: \_\_\_\_\_  
Month/Year Month/Year

Employer: \_\_\_\_\_ Department: \_\_\_\_\_

Address: \_\_\_\_\_

Telephone: \_\_\_\_\_ Supervisor: \_\_\_\_\_

Weekly Hours: \_\_\_\_\_ Full Time: \_\_\_\_\_ Part Time: \_\_\_\_\_

Duties: \_\_\_\_\_

Reason For Leaving: \_\_\_\_\_

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Dates of Employment: From \_\_\_\_\_ To \_\_\_\_\_ Position: \_\_\_\_\_  
Month/Year Month/Year

Employer: \_\_\_\_\_ Department: \_\_\_\_\_

Address: \_\_\_\_\_

Telephone: \_\_\_\_\_ Supervisor: \_\_\_\_\_

Weekly Hours: \_\_\_\_\_ Full Time: \_\_\_\_\_ Part Time: \_\_\_\_\_

Duties: \_\_\_\_\_

Reason For Leaving: \_\_\_\_\_



**Colchester Technical Rescue**  
Application Packet



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Dates Of Employment: From \_\_\_\_\_ To \_\_\_\_\_ Position: \_\_\_\_\_  
Month/Year Month/Year

Employer: \_\_\_\_\_ Department: \_\_\_\_\_

Address: \_\_\_\_\_

Telephone: \_\_\_\_\_ Supervisor: \_\_\_\_\_

Weekly Hours: \_\_\_\_\_ Full Time: \_\_\_\_\_ Part Time: \_\_\_\_\_

Duties: \_\_\_\_\_

Reason For Leaving: \_\_\_\_\_

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**Have you ever been involuntarily discharged, resigned from a job (including a volunteer fire or rescue agency), or asked to resign to avoid termination? \_\_\_ Yes \_\_\_ No**

If yes, please explain. \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

May we contact your former employers? \_\_\_ Yes \_\_\_ No

If no, please explain why. \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_



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## RECORD OF CONVICTION

**Have you ever been convicted of a crime other than a minor traffic offense?**

**Yes**  **No**

List any criminal charges that have been brought against you, and adjudication results, except those that have resulted in a finding of not guilty or a complete dismissal. (Please use a separate sheet.)

A current copy of your driver history must be attached to this application when it is submitted. If you have resided in Vermont for 12 months or less, please also include a copy of the driver's history from the state in which you were previously licensed.

*A conviction will not necessarily automatically disqualify you for membership. Rather, factors such as age, date of conviction, seriousness and nature of the crime, and rehabilitation will be considered.*



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## REFERENCES

*Please list those to whom you have given reference forms. **Please do not include more than one reference from a Colchester Technical Rescue member, nor references from persons that have known you less than one year.***

Name: \_\_\_\_\_ Phone: \_\_\_\_\_

Address: \_\_\_\_\_

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Name: \_\_\_\_\_ Phone: \_\_\_\_\_

Address: \_\_\_\_\_

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Name: \_\_\_\_\_ Phone: \_\_\_\_\_

Address: \_\_\_\_\_

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## Applicant Questions

**Describe your outdoor experience and interests:**

**List any relevant training or courses you have taken specific to search & rescue:**

**List any emergency services experience you have had:**

**Briefly describe your interest in Colchester Technical Rescue, and what you feel you could add to our team:**



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## Active Membership Volunteer Service Commitment

I \_\_\_\_\_, on my honor, hereby commit to:

- ✓ Provide volunteer service throughout the year, including nights, weekends, and holidays.
- ✓ Provide a minimum of 36 consecutive months of service.
- ✓ Attend a minimum of 12 training sessions per year (50%) and 50% of calls/missions per year for new team members.
- ✓ Maintain all required certifications and skills based on membership role and status.
- ✓ Comply with the by-laws of the organization, team policies and procedures, and the direction of the Officers.
- ✓ Maintain patient confidentiality.
- ✓ Understand that membership with Colchester Technical Rescue is at-will and may be terminated at any time with or without cause by the Team Leader.

\_\_\_\_\_  
Signature of Applicant

\_\_\_\_\_  
Date



## APPLICANT'S CERTIFICATION AND AGREEMENT

I hereby certify that the facts set forth in the above application are true and complete to the best of my knowledge. I authorize Colchester Technical Rescue and its Officers to verify the accuracy of this information by contacting educational institutions, references and employers and past employers, and current or former fire and rescue agencies, and to rely on and use such information as they see fit. I hereby release Colchester Technical Rescue, its Officers and assigns from any and all liability of whatever kind and nature which, at any time, could result from obtaining and having a membership decision based on such information. This application and all information obtained is the property of Colchester Technical Rescue.

**I understand that, if granted membership, falsified statements of any kind or omissions of facts called for on this application, regardless of time of discovery, shall be considered sufficient basis for dismissal.**

I understand that should an offer of membership be extended to me and accepted that I will fully adhere to the guidelines, rules, and regulations of the Team. I further understand, however, that **neither the guidelines, rules, regulations of membership nor anything said during the application and interview process shall be deemed to constitute the terms of an implied contract for continued membership. I understand that any membership is for an indefinite duration and is at-will and that either I or the Team may terminate my membership at any time with or without notice or cause.**

I understand that if I am offered membership, membership is conditioned upon my providing such other and further information as may be required by the Team.

Printed Name of Applicant: \_\_\_\_\_

Signature of Applicant: \_\_\_\_\_

Date: \_\_\_\_\_

Applicant Name: \_\_\_\_\_



Name of Applicant: \_\_\_\_\_

### Characteristics of Search and Rescue Operations

Search and rescue operations are performed in very dangerous and physically demanding environments. Personnel involved in Search and Rescue (SAR) operations must possess the stamina necessary to safely and effectively carry out sustained operations over many hours, often without sleep or sufficient relief.

For Colchester Technical Rescue (CTR) members to safely and effectively perform the duties and missions assigned to the team, each member must be relied on to be able to perform sustained physical tasks under difficult and dangerous conditions including, but not limited to extreme cold and/or heat, rain, wind, snow, in vertical or near vertical terrain, in or on water or ice, mud, broken / uneven surfaces, in daytime and nighttime.

CTR personnel must possess sufficient upper body strength to transport, handle and operate heavy tools and equipment.

1. Negotiating wet, icy, muddy rubble piles and uneven surfaces
2. Working in confined spaces
3. Climbing ladders and working at various heights
4. Capable of swimming long distances with strong currents

All Members of CTR are required to be physically and medically capable of performing various Search & Rescue tasks. *Task performance abilities and individual conformance to mandatory physical standards will be tested annually.* Determinations regarding any CTR Member's fitness for duty must consider the Member's ability to perform any and all of the critical tasks in a safe and efficient manner without risking harm to the Team Member, other Team Members and to the public.

Please ask your physician to review the following critical tasks listed on the following pages and to check the applicable box for each critical task and to certify the results.

A check in the "**Yes, Without Limitations**" column indicates that the physician believes that the Applicant is medically capable of performing the task or requirement described;

A check in the "**Yes, With Limitations**" column indicates the physician believes that the Applicant is medically capable of performing the task or requirement described, but with some limitations. This box should also be checked whenever the Applicant has a condition that is controlled by medication;

A check in the "**No**" column indicates the physician believes that the Applicant is medically or physically incapable of performing the task or requirement described in a safe or efficient manner due to a medical or physical condition.

**Colchester Technical Rescue**  
**Medical Clearance Forms**



Name of Applicant: \_\_\_\_\_

**Physician's Initials Below**

<b>Condition or Task Described</b> (Check the appropriate box to the right)	<b>Yes, Without Limitations</b>	<b>Yes, With Limitations</b>	<b>N o</b>
Must be able to function in stressful environments without presenting a significant likelihood of harm to self or others			
Must be able to crawl through a 20' long, 22" in diameter tube, then reverse direction and crawl backward 20' to the starting point			
Must be able to pick up a box or similar object with a gross weight of 50 pounds and carry it 200' and then back another 200' over a smooth and level concrete or asphalt surface without putting the box down or dropping it			
Must be able to remove a 48 pound hydraulic rescue tool from the lift gate of a truck, set the tool on the ground, then return the tool to its position, alternatively from the ground to the vehicle bed and back to the ground, 10 times within a two minute test period			
Must be able to walk the length of an elevated, 12' long, 4" wide beam without stepping off or falling from the beam			
Must be able to push, pull, lift, hold, carry, leverage, balance and possess the endurance to move a Team Member or injured subject who cannot move or assist with their own extrication			
Must possess stamina, strength, balance, endurance, leverage and upper and lower body strength to take the actions necessary to effect a rescue			
Must be able to walk long distances with a 25lb backpack, for long periods of time over long distances			
Must be able to climb over or jump over obstacles during emergency situations			
Must be able to crawl under or over obstructions and into confined areas			
Must be able to balance on uneven or narrow surfaces			
Must have good visual acuity, good peripheral vision, and good depth perception both during daylight hours or in darkness			
Must be able to perform each task listed above during all weather conditions and in adverse and physically hazardous conditions			
Must be able to climb a 35' ladder, touch the top rung and then descend to the floor without stopping or resting			





### Physician's Certification

Name of Applicant: \_\_\_\_\_

On the date listed below, I have:

Reviewed the medical records of this Applicant:   • Yes                   • No

Personally examined this Applicant:                   • Yes                   • No

Please check one of the following boxes:

1. • I certify that, in my professional judgment, I am not aware of any medical reason or condition that would cause this Applicant to not be able to perform the critical tasks and physical standards listed on this form. Further, this Applicant should be able to physically perform these tests without limitations and without posing an unreasonable risk of harm to the Applicant or to other persons.
2. • I certify that, in my professional judgment, this Applicant cannot perform one or more of the listed critical tasks or does not conform to all of the physical standards listed on this form.

**Other Instructions to Physician:**

If you checked Box# 2 directly above this line, please explain in the space provided below

If you checked any box of the CTR Critical Tasks and Fitness Standards on the previous page in either the "Yes, With Limitations" column or in the "No" column on this form, please explain your reason for doing so in the space provided below. Describe any reasonable accommodations that you believe can be made to permit this Applicant to be able to perform the tasks required or to be able to substantially conform to the standards required. Attach further documentation to this form as required.

**Physician's Notes and Comments:**

Please indicate the date of last completion of the following:

__/__/__	Hepatitis-A Series	__/__/__	Pulmonary Function Test
__/__/__	Tetanus	__/__/__	Hepatitis-B Series
__/__/__	Pulmonary Fit Test	__/__/__	PPD (TB)
__/__/__	COVID Vaccine		

Printed Name of Physician: \_\_\_\_\_

Signature of Physician: \_\_\_\_\_ Date: \_\_\_\_\_