



CITY OF RANCHO CUCAMONGA  
invites applications for the position of:

## Firefighter Recruitment Announcement

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**SALARY:** \$5,198.19 - \$6,966.08 Monthly  
**DEPARTMENT:** Administration  
**OPENING DATE:** 05/09/19  
**CLOSING DATE:** 05/23/19 05:00 PM



### WHY JOIN #TEAMRC:

**CLICK ON PATCH TO SEE VIDEO.**

**An unwavering commitment and passion to serve others drives this organization, mobilized by a culture of self-discipline that embraces humility and fosters organizational health. The RCFD stands proudly united, "making a difference because we care."**

**Our driving staff force, known as Team RC, embodies a culture of innovation and collaboration. We believe that our employees are the best representation of our values, striving to be on the cutting edge of diversity, inclusion, and technology. When you join Team RC, whether you're front-and-center or behind-the-scenes, you can be confident that your work makes a distinct impact in the diverse community you serve. Our enthusiasm for public service and commitment to continuous learning helps Team RC focus on what really matters.....service and people.**

The Rancho Cucamonga Fire Protection District will be accepting applications for the position of Firefighter between May 9, 2019 to May 23, 2019. \* Subject to change at the discretion of the personnel officer. Interested applicants should review the qualification guidelines below and make necessary arrangements to meet the position's requirements.

### ARE YOU QUALIFIED:

The ideal candidate will be highly-motivated, looking for continual professional growth and capable of embracing innovative practices. He or she will have a strong commitment to excellent customer service and will be passionate about providing the highest level of service to the community we serve. This individual will thrive under pressure and have the ability to think critically to solve problems. The ideal candidate will be dedicated and self-disciplined in assuring that the Fire District's operational standards are maintained, and values are upheld.

The ideal candidate will embody the core values of the fire district: *Integrity, Innovation, Tradition, Professionalism, People, and Stewardship.*

### MINIMUM QUALIFICATIONS

- Must be at least 18 years of age at time of employment
- Possess a minimum of a high school diploma or a GED certificate
- Satisfactory driving record and possession of, or ability to obtain, an appropriate California driver's license
- EMT and/or Paramedic Certification in the State of California\*
- CPR certification from the American Heart Association or equivalent (Healthcare Provider Level)
- Successful completion of the Candidate Physical Ability Test (CPAT) within twelve months of application filing date
- Successful completion of the FCTC Firefighter Entry-Level Written Examination\*\* within 24 months of application filing date. **Minimum passing written exam score is 70%.** Please complete your FCTC profile to meet the minimum qualifications and be placed on the FCTC Statewide Eligibility List by the final application deadline.

*\* National Registry EMT and/or Paramedic will be accepted at time of application filing period in lieu of EMT or Paramedic Certification in the State of California; however, State of CA Certification must be obtained prior to employment.*

*For candidates recently completing Paramedic or EMT training, or whom have not received their new/updated license/certification, submittal of verification of successful completion will be required for initial application. Submittal of required licensure/certification will be required to be eligible for interviews in August. Contact Human Resources to confirm eligibility.*

*\*\*All candidates will be verified for eligible hiring status by their placement on the FCTC State Eligibility List provided to the District directly following the final application deadline and/or verification of all submitted documentation.*

**Desirable Qualifications:**

Completion of a State Certified Firefighter I, Fire Academy, or any combination of training and experience that provides the desired knowledge, skills and abilities.

**Knowledge, Skills, and Abilities:**

Knowledge of basic fire prevention and suppression techniques and practices; ability to learn and apply firefighting principles and techniques; think and act quickly and effectively in emergency situations; understand and apply mechanical and physical principles related to fire suppression; learn and apply fire code provisions and arson/fire investigation techniques; follow directions and orders of superiors quickly in emergency situations; work effectively and cooperatively with others; understand and follow verbal and written directions.

For more information about this position please refer to the job description [here](#).

**WHERE DO YOU GO FROM HERE:****APPLICATION PROCESS**

All applicants are required to apply online at [www.cityofrc.us](http://www.cityofrc.us). **Applications will be accepted starting May 9, 2019 and will close May 23, 2019 at 5:00 pm or until a sufficient number of applications have been received. \* Subject to change at the discretion of the personnel officer. Once the online application process has closed no further amendments will be allowed. Incomplete applications will NOT be accepted.**

**SELECTION PROCESS:**

PHASE I: Management Evaluation of Applications

PHASE II: Oral Interview for Selected, Qualified Candidates Phase III:

Fire Management Interviews

Candidates will be scored on each phase of the application process and the top-ranking candidates of each phase that best meet the needs of the Rancho Cucamonga Fire Protection District will be invited to continue on to the next step of the recruitment process.

**Note: Prior to starting the application process, applicants must have the following materials prepared in advance to completing the online application:**

1. Resume in Microsoft Word format (copy and paste the text into the online application when prompted)
2. The following documents uploaded to your online application under the "Attachments" section:
  - Copy of high school diploma or GED certificate
  - Copy of EMT and/or Paramedic Certification in the State of California
  - Copy of CPR certification from the American Heart Association or equivalent (Health Care Provider)
  - Proof of successfully passing the CPAT (Candidate Physical Abilities Test) within twelve months of application filing date
  - Resume. A resume may be attached to your application but will not substitute for the proper completion of your application.
3. Essay response to be included under the Supplemental Questionnaire Section of the application

The materials listed above must be submitted with the online application in order to be considered for employment. **Failure to comply with the above process and appropriate requirements will result in rejection of your application.**

**TEST INFORMATION**

**All candidates will be required to successfully complete one of the following approved Candidate Physical Ability Test (CPAT) and the FCTC Written Examination prior to application. The Physical Ability Test must be completed within 12 months of application filing date. The Written Examination will be accepted if completed within 24 months of application filing date.** Note: all tests are subject to a testing fee. For the written examination, candidates will be required to submit an online application with FCTC to include registration, documentation, and payment.

**CPAT Physical Ability Test**

The CPAT <https://www.fctconline.org/> is available from either the Northern or Southern California testing centers through FCTC in coordination with Cal-JAC.

**FCTC Written Examination**

Written examinations will be offered on **April 26, & 27 and May 3, 2019**, in Rancho Cucamonga as well as other locations in California (refer to the FCTC website <https://www.fctconline.org/written-testing/> for additional dates & locations).

Successful completion of the above testing components and application process will enable candidates to be placed on a CA State Eligibility List that we will utilize for hiring verification.

**Still have questions? Please refer to our Frequently Asked Questions [here](#).**

### **APPLICATION INFO**

Applications must be complete and demonstrate that the minimum qualifications are met. All statements made on the application are subject to investigation and verification. Resumes will not be accepted in lieu of an official application form. Applications will be screened and the most qualified candidates who best match the needs of the District will be invited to compete further in the examination process. Candidates who meet the minimum qualifications will remain candidates until a final offer is accepted by the candidate who most closely meets the requirements of the District. The District may conclude that none of the candidates, even those who meet the minimum qualifications, are appropriate for the position.

Successful candidates shall be required to complete all of the following:

- Complete a verification form designated by Immigration and Naturalization Service to certify that they are eligible for employment in the United States of America.
- Pass a pre-employment medical exam, including drug/alcohol screening.
- Provide proof of a valid driver's license and be insurable.
- Pass a reference and background verification. References will not be contacted until a mutual interest has been established.
- Successful completion of a psychological examination administered through the District's contract provider.
- Successful completion of an 18-month probationary period upon hire.

The City of Rancho Cucamonga Participates in E-Verify. Federal law requires all employers to verify the identity and employment eligibility of all persons hired to work in the United States. In accordance, the City will provide the Social Security Administration and, if necessary, the Department of Homeland Security, with information from each new employee's Form I-9 to confirm work authorization. For additional information regarding E-Verify, the Federal Government's online employment eligibility verification system, please visit <https://www.uscis.gov/>.

### Disclaimers

The City of Rancho Cucamonga Fire Protection District is an Equal Opportunity, Affirmative Action Employer. In addition, the City of Rancho Cucamonga Fire Protection District abides by a nepotism policy which may preclude you from being hired if the District employs a relative. The City of Rancho Cucamonga Fire Protection District makes reasonable accommodations for disabled persons, considering each situation on an individual basis. Please make direct requests for accommodation to Human Resources. There is a no smoking policy in effect in all City/District Offices and vehicles. Finally, please note that the provisions of this bulletin do not constitute a contract expressed or implied and any provisions contained in this bulletin may be modified or revoked without notice. Questions regarding this recruitment may be directed to Human Resources at (909) 477-2700. Applicants may visit the City's official website at [www.cityofrc.us](http://www.cityofrc.us) for more information.

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APPLICATIONS MAY BE FILED ONLINE AT:  
<http://www.cityofrc.us>

10500 Civic Center Dr.  
Rancho Cucamonga, CA 91730 (909) 774-2418

[Careers@CityofRC.us](mailto:Careers@CityofRC.us)

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