

# RANCHO SANTA FE FIRE PROTECTION DISTRICT



<b>Position Title</b>	<b>Firefighter/Paramedic (Lateral &amp; Entry Level)</b>
<b>The Rancho Santa Fe Fire Protection District ("District")</b>	<p>Under the direction of a Company Officer, a Firefighter/Paramedic (FF/PM) provides basic and advanced life support services to ill or injured persons in accordance with the policies established by the Department of Emergency Medical Services of San Diego County. The FF/PM is responsible for performing the duties of a firefighter assigned to engine companies and other specialized District apparatus</p>
<p><b>Duties</b></p> <p><i>Essential job duties include but are not limited to those outlined on the Job Description.</i></p>	<p><b><u>KNOWLEDGE OF:</u></b></p> <ul style="list-style-type: none"> <li>• Firefighting principles, techniques, and suppression methods, including fire behavior and fire prevention</li> <li>• San Diego County paramedic protocols for assessment and treatment of the ill and injured</li> <li>• Emergency rescue procedures and practices relating to fire, traffic collisions, technical rescue, HAZMAT, and other life threatening or injury prone events</li> <li>• Apparatus and equipment mechanics, maintenance, and operations</li> <li>• Laws, ordinances, and codes affecting the work of a FF/PM</li> <li>• Appropriate safety precautions and procedures</li> <li>• Basic English grammar, spelling, punctuation, composition, mathematics, and mechanical relationships</li> </ul> <p><b><u>ESSENTIAL FUNCTIONS:</u></b></p> <p>Perform the job functions of a FF/PM, including but not limited to:</p> <ul style="list-style-type: none"> <li>• Suppress fires, perform rescues, and carry out emergency medical techniques and procedures</li> <li>• Operate, maintain, and inspect vehicles, apparatus, and equipment</li> <li>• Respond quickly to changing situations under stressful conditions</li> <li>• Learn local geography, demographics, locations, and regulations</li> <li>• Clean and maintain fire stations, District facilities, and grounds</li> <li>• Conduct fire inspections and participate in public education activities</li> <li>• Understand and follow oral and written directions promptly and accurately</li> <li>• Pass periodic recertification tests</li> <li>• Operate computers and other electronic devices, write comprehensive reports, and maintain accurate records</li> <li>• Establish and maintain effective relationships with those in contact during the course of work</li> </ul>

<p><b>Physical Demands and Working Environment</b></p> <p><i>Continued</i></p>	<ul style="list-style-type: none"> <li>• <b>Vision and hearing:</b> <ul style="list-style-type: none"> <li>◊ <b>Vision:</b> Must see in order to perform essential job tasks; respond to incidents, provide care; operate emergency vehicles and apparatus; keep records, operate a computer, and perform office work; maintain station and equipment. Must be sufficient to meet NFPA Medical Evaluation criteria</li> <li>◊ <b>Hearing:</b> Must hear instructions, radio messages, and emergency tones, alarms and other warning devices; sufficient to perform essential job tasks. Must be sufficient to meet NFPA Medical Evaluation criteria</li> </ul> </li> </ul>
<p><b>Application Process</b></p>	<ul style="list-style-type: none"> <li>• All applications will be reviewed for completeness and the most appropriately qualified individuals will be invited to continue in the selection process</li> <li>• Include copies of required licenses and certificates, and copies of highly desirable certifications with your application and resumé. All associated documents must be delivered together <u>by hand, by courier, or mailed</u> to the Rancho Santa Fe Fire Protection District administrative office. <ul style="list-style-type: none"> <li>• You may submit a Training History Report from State Fire Training (<a href="http://www.osfm-sft.acadisonline.com">www.osfm-sft.acadisonline.com</a>) in lieu of certificates.</li> <li><i>(See Job Flyer for details on address locations)</i> <ul style="list-style-type: none"> <li><input type="checkbox"/> Signed and completed Fire District Application</li> <li><input type="checkbox"/> Resumé</li> <li><input type="checkbox"/> Valid Drivers License</li> <li><input type="checkbox"/> California State Paramedic License</li> <li><input type="checkbox"/> CSFM FF I, or CSFM Fire Academy, or IFSAC/Pro Board Fire Academy</li> <li><input type="checkbox"/> Current CPAT</li> <li><input type="checkbox"/> Current FCTC SEL</li> </ul> </li> <li><u>Highly Desirable:</u> <ul style="list-style-type: none"> <li><input type="checkbox"/> Valid Drivers License for fire apparatus</li> <li><input type="checkbox"/> At least one year of full time paramedic experience</li> <li><input type="checkbox"/> CA state Fire Fighter I and II Certificates</li> </ul> </li> </ul> </li> <li>• Resumés without application will not be accepted</li> <li>• Postmarks will not be accepted</li> <li>• The examination process for the position may include any or all of the following components: <ul style="list-style-type: none"> <li>◊ FF/PM Assessment Center</li> <li>◊ Captains Interview</li> <li>◊ North Zone Physical Agility Test (Laterals only if needed)</li> <li>◊ Management Interview</li> <li>◊ Background Investigation</li> <li>◊ Medical Examination</li> <li>◊ Psychological Examination</li> </ul> </li> </ul>



**Additional Information:**

- [www.rsf-fire.org](http://www.rsf-fire.org)
- [www.fctconline.org](http://www.fctconline.org)
- [www.osfm-sft.acadisonline.com](http://www.osfm-sft.acadisonline.com)

**Qualifications**

**REQUIRED AT TIME OF APPLICATION: ALL APPLICANTS**

- Valid Driver License with satisfactory driving record
- Current State of California Paramedic license. Must be maintained as a condition of employment
- Applicants must submit proof of only one of the following:
  - ◊ California State Fire Marshal Firefighter I Certificate
  - ◊ Or California OSHA Accredited Firefighter I Academy Certificate
  - ◊ Or International Fire Service Accreditation Congress (IFSAC) and/or National Board on Fire Service Professional Qualification (Pro Board) accredited certification that includes Fire Fighter 1, Hazardous Material Awareness and Operations, and Wildland Fire Fighter 1.

**ENTRY LEVEL APPLICANTS:**

- As of 04/17/2026, must be current on the Firefighter Candidate Testing Center (FCTC) Statewide Eligibility List (SEL). For more information on how to be placed on the FCTC SEL, visit: <https://www.fctconline.org/find-a-job/fctc-statewide-list/>
- Cal-JAC CPAT (Candidate Physical Ability Test) Card must be dated between 04/17/2025 and 04/17/2026.
- A passing score on the FCTC written test must be dated between 04/17/2025 and 04/17/2026.
- To view upcoming Cal-JAC CPAT and FCTC Written Test dates, visit [www.fctconline.org/testing-information/upcoming-test-schedule/](http://www.fctconline.org/testing-information/upcoming-test-schedule/)
- Candidates experiencing financial hardship may qualify for financial aid to pay for their FCTC testing fees visit <https://www.fctconline.org/financialaid/>

**LATERAL FF/PM:**

- Lateral candidates must be currently employed as a full-time FF/PM (or higher) with a municipal, county, state, federal, or fire district agency. Lateral candidates must have a minimum of one year of full time employment as a FF/PM prior to the filing deadline
- FCTC Selection Eligibility List is not required for lateral candidates but is highly desired and may be submitted with the application.
- CPAT is not required for lateral candidates but is highly desired and may be submitted with the application.

<p><b>Qualifications</b></p> <p><i>Continued</i></p>	<ul style="list-style-type: none"> <li>All successful candidates without a current CPAT will be required to pass the North Zone Agility test before Management Interviews</li> </ul> <p><b><u>ADDITIONAL REQUIREMENTS: ALL APPLICANTS</u></b></p> <ul style="list-style-type: none"> <li>Maintain current license as an Emergency Medical Technician-Paramedic (EMT-P) with the State of California and a current EMT-P accreditation with the County of San Diego Emergency Medical Services (EMS) at time of hire</li> <li>A California Class "C" drivers license with Firefighter endorsement or a Commercial Class "B" drivers license must be obtained within 18 months of employment and maintained</li> </ul>
<p><b>Work Schedule</b></p>	<ul style="list-style-type: none"> <li>Successful applicants will be assigned to work a 56 hour work week. The typical suppression schedule is 48 hours on duty, then 96 hours off duty.</li> </ul>
<p><b>Physical Demands and Working Environment</b></p> <p><i>The conditions described herein are representative of those that must be met by an incumbent to successfully perform the essential functions of this classification. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential job functions.</i></p>	<ul style="list-style-type: none"> <li><b>ENVIRONMENT:</b> Standard fire station setting with some travel to various locations to attend meetings or respond to emergency scenes, disasters or critical incidents; occasional exposure to excessive noise, dust, grease, smoke, fumes, airborne particles, noxious odors, gases, explosives and blood-borne pathogens; and all types of weather and temperature conditions; occasionally works near moving mechanical parts, in areas of limited and restricted entry and exit, and in high precarious places; exposure to vibration from equipment and vehicles; operation of foot controls or repetitive foot motion; extensive public contact; the noise level in the work environment is usually moderate; however, the noise level may be very loud when responding to emergency calls and when working at a fire or other emergency incident; wears appropriate personal protective equipment including goggles, face protector, turn-outs, safety shoes and self-contained breathing apparatus; may be required to travel outside the district boundaries to attend meetings. Work environment is both formal and informal, team oriented, having variable tasks, pace, and pressure</li> <li><b>Physical:</b> Primary functions require sufficient physical ability to work in a fire station and operate office equipment and to respond to 911 emergencies. CONTINUOUS sitting and upward and downward flexion of neck; side-to-side turning of neck; reaching below the shoulders; fine finger dexterity; simple grasping and repetitive use of hands. FREQUENT walking and walking on uneven ground; twisting at waist; light to moderate finger pressure to manipulate keyboard, equipment controls, and office equipment; pinch grasp to manipulate writing utensils. OCCASIONAL standing, running, crawling, kneeling, climbing, balancing and squatting; bending at the waist; reaching at and above shoulder height; pushing and pulling; power grasping to pick up equipment; may lift and carry objects weighing more than 100 pounds with or without assistance; operate a vehicle to travel to various locations; operate fire suppression and medical response, equipment, apparatus, and tools; verbally communicate to exchange information</li> </ul>