



**CITY OF RANCHO CUCAMONGA
invites applications for the position of:**

Firefighter

SALARY: \$6,241.17 - \$7,585.88 Monthly
DEPARTMENT: Administration
OPENING DATE: 11/14/21
CLOSING DATE: 01/23/22 05:00 PM
WHY JOIN #TEAMRC:



Applications will be accepted starting January 3, 2022. * Subject to change at the discretion of the personnel officer.

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. Our cohesive team is dedicated to providing premier services to our world-class community. The RCFD stands proudly united, “making a difference because we care.”

Our driving staff force, known as Team RC, embodies a culture of innovations and collaboration. We believe that our employees are the best representation of our values and we strive 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 rest assured that your work makes a distinct impact in the diverse community you serve. Our enthusiasm for public service and our commitment to continuous learning help Team RC focus on what really matters...service and people.

What is your purpose, cause, or belief, do you want to make a difference? Are you looking for a rewarding career that fosters innovation, creativity, flexibility, and professional growth?

If you’ve identified yourself above, we urge you to apply to join Team RC!

WHO WE ARE:

The Rancho Cucamonga Fire Protection District is committed to building a team that fosters an inclusive culture, and invests in equity in everything we do. We believe building a team diverse in people, ideas, and experience allows us to be more successful in our jobs and better address the needs of our community. We believe that local government and the community it serves are enhanced when people with different backgrounds come together to design and deliver equitable and high-quality services and programs. We believe the foundation for our work to be successful is embedded in consistent equitable and inclusive community engagement practices.

WHAT YOU WILL BE DOING HERE AT TEAM RC:

Watch our [video](#) and learn more about what it means to be a Firefighter with the Rancho Cucamonga Fire Protection District.

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.*

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

ARE YOU QUALIFIED:

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 prior of application filing date
- Successful completion of the FCTC Firefighter Entry-Level Written Examination** within 24 months prior 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.
- Resume. A resume must be attached to your application to be considered for review.

Please refer to the Application Process below for all necessary requirements that must be attached to your online application.

** 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 license/certification will be required to be eligible for interviews in January. 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.

Possession of a Paramedic Certification in the State of California is desirable.

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.

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

All applicants are required to apply online at www.cityofrc.us. **Applications will be accepted starting January 3, 2022 and will close January 23, 2022 at 5:00 pm 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.**

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

A. The following documents must be uploaded to your online application under the "Attachments" section. Incomplete applications will NOT be accepted.

1. Copy of high school diploma or GED certificate. If applicable, you may upload a copy of a college degree in lieu of a high school diploma or GED certificate*
2. Copy of EMT and/or Paramedic license or certification in the State of California
3. Copy of CPR certification from the American Heart Association or equivalent (Health Care Provider)
4. Copy of verification of successfully passing the CPAT (Candidate Physical Abilities Test) within twelve months prior of application filing date
5. Resume. A resume must be attached to your application but will not substitute for the proper completion of your application. Please submit a completed application AND attach a resume.

*Candidates that possess the following degrees or certifications are eligible for an education stipend upon hire: BA, BS, MA, MS, Fire Officer Certification, or Chief Officer Certification. For additional details regarding this stipend please contact Human Resources.

B. 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 the Candidate Physical Ability Test (CPAT) and the FCTC Written Examination prior to application. The Physical Ability Test must be completed within 12 months prior of application filing date. The Written Examination will be accepted if completed within 24 months prior 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.

If you are unable to take the CPAT in California, we are also accepting results from the National Testing Network.

FCTC Written Examination

Written examinations will be offered on **January 21 and January 22, 2022, 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.

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.

*Potential Interview Dates: February 28 - March 4, 2022. Subject to change at the discretion of the personnel officer.

Due to COVID-19 we will not be allowing in-person station visits or ride-outs during the recruitment process. For more information regarding virtual station visits please reach out to our Training Division at 909-774-3005.

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

APPLICATION INFORMATION

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 may be attached to completed application form as supplemental information and 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 Fire District will be invited to compete further in the examination process. All candidates will be notified of their application status by email throughout the recruitment process. Candidates invited to compete in the examination process, who successfully pass the examination process, will be placed on an eligibility list. The candidate on the eligibility list who most closely meets the requirements of the Fire District may be selected to receive a final offer. The Fire 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:

- Pass a reference and background verification. References will not be contacted until a mutual interest has been established.
- Provide proof of a valid driver's license and be insurable.
- Degree Verification, if applicable.
- Pass a pre-employment medical exam, including drug/alcohol screening.
- Successful completion of a psychological examination administered through the District's contract provider.
- Successful completion of an 18-month probationary period upon hire.

To best serve the needs of the community and to help resume programming and services, the Rancho Cucamonga Fire Protection District has implemented a vaccination policy for new employees.

Effective with recruitments beginning on or after June 15, 2021, newly hired employees will be required to have completed their COVID-19 vaccination(s) in order to start work with the Rancho Cucamonga Fire Protection District*. In order to safeguard the health and safety of our employees, volunteers, program participants and the public the City has determined that the vaccination of new employees is a business necessity to reduce the direct threat of COVID-19.

If presented with a conditional offer of employment (COE), candidates will be required to furnish documentation to show they have received a COVID-19 vaccine(s) and are fully vaccinated (2 weeks after final dose). Candidates offered a COE and not yet vaccinated will be provided with a location to be vaccinated at no cost. Candidates may request a medical or religious accommodation to the vaccination requirement. Please contact the Human Resources at (909) 774-2436 or email at careers@cityofrc.us for direct requests for accommodation.

*This requirement applies to new employees, current part-time employees hired to a full-time position, and current part-time employees moving to a new part-time position.

If hired, candidate will be required to complete a verification form designated by Immigration and Naturalization Service to certify that they are eligible for employment in the United States of America and furnish proof certifying legal authorization to work in the United States.

The Rancho Cucamonga Fire Protection District 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 U.S. Citizenship and Immigration Services and, if necessary, the Department of Homeland Security and Social Security Administration, 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 www.uscis.gov.

Disclaimers

The Rancho Cucamonga Fire Protection District is an Equal Employment Opportunity Employer. In addition, the Rancho Cucamonga Fire Protection District abides by a nepotism policy which may preclude you from being hired if the Fire District employs a relative. The 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. For information on Employee Rights under the Family and Medical Leave Act, please click [here](#). There is a no smoking policy in effect in all City 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 Careers@CityofRC.us. Applicants may wish to visit the City's official website at www.cityofrc.us for more information.

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

Position #2021-34E
FIREFIGHTER
EN

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

Careers@CityofRC.us

Firefighter Supplemental Questionnaire

* 1. Please tell us about a time when you were unsuccessful personally or professionally,

how you handled the situation and what life lesson(s) you learned during this experience.

* Required Question