



**SMFR**  
*Service Beyond Expectations*

## **FIREFIGHTER PARAMEDIC RECRUIT RECRUITMENT ANNOUNCEMENT**

Thank you for your interest in this position with San Miguel Fire & Rescue. This document outlines important dates, requirements, and supplemental information for the position you are applying for. If you have any questions or need clarification on any aspect of this announcement, please contact Human Resources at [recruitment@sanmiguelfire.org](mailto:recruitment@sanmiguelfire.org).

**Recruitment Opening Date: February 9, 2026**

**Application Deadline: March 2, 2026 @ 1600hrs.**

**Tentative Test Date: March 16 – 27, 2026**

**Please review the attached recruitment flyer for more information regarding minimum requirements and application submission.**

## **THE DISTRICT**

San Miguel Fire & Rescue is an organization dedicated to serving the community. An elected seven-member Board of Directors governs the District. Operating on an annual budget of \$32,057,885 for Fiscal Year 2025/2026, the District covers a 50+ square mile area in the eastern portion of urban San Diego County, serving the communities of Bostonia, Casa de Oro, Crest, Mt. Helix, La Presa, Rancho San Diego, Spring Valley, unincorporated areas of El Cajon and La Mesa, and portions of Jamul and Lemon Grove. San Miguel provides emergency medical services, suppression, and prevention to approximately 140,000 residents.

This recruitment will establish an eligibility list to fill vacancies that may occur during the next 12 months. Applications will be reviewed and interviews scheduled on an ongoing basis.

The Fire Suppression/Operations Division consists of all firefighter personnel who staff the District's eight stations and respond to all 9-1-1 calls. There are three platoons or "shifts" consisting of three people per unit, per station, and one Battalion Chief on duty, totaling 25-staffed positions per 24-hour day.

All three platoons rotate duty coverage throughout the year, resulting in 24-hour shifts that are calculated as a 56-hour work week. Each fire unit comprises a Firefighter Paramedic, an Engineer, and a Captain.

Crews are responsible for responding to and mitigating various hazardous situations, not limited to Emergency Medical, Structural and Wildland Fires, Automobile Collisions, Natural Disasters, Rescues, Hazardous Materials, Terrorist Events, and Swiftwater Emergencies.

## **THE POSITION**

Under the supervision of the assigned Captain or designee, Firefighter Paramedic Recruits respond to fire alarms, emergency medical calls, and other emergency calls as a member of an engine or truck company. These responses include protecting life and property; participating in fire and EMS training; conducting fire prevention and public education; maintaining stations and equipment; engaging in physical fitness; and performing fire safety inspections in businesses.

## **ESSENTIAL FUNCTIONS**

- Responds to fire and other emergency calls.
- Assists in all phases of firefighting activities as directed.
- Assists in laying hose and making connections to hydrants.
- Directs extinguishing agents onto fires.
- Positions and climbs ladders; makes openings in buildings for ventilation or entrance using various forcible entry tools.
- Protects property from water or smoke damage.
- Performs rescues in a variety of hazardous situations.
- Provides Basic and/or Advanced Life Support measures and techniques for patients during medical or traumatic emergencies.
- Accepts orders and direction from supervisors as directed by a chain of command and the incident command system (ICS).
- Deploys and operates tools and equipment while participating in the extrication of victims during rescue operations.

- Assists in developing plans to mitigate emergencies and hazard conditions utilizing apparatus, tools, and equipment.
- Actively participates in all training.
- Works required shifts and will work extra shifts to cover vacancies for a variety of reasons.
- Utilizes the District's workforce software program to make availability known.
- Conducts tours of station facilities and conducts and/or assists in public education programs.
- Participates in public relations activities involving demonstrations and interpretations of fire prevention and safety procedures.
- Develops and conducts education and training topics related to job functions.
- Participates in fire and life safety inspections of commercial and residential properties.
- Conducts and/or participates in public safety education programs.
- Maintains good mental health and physical fitness through medical consultation, diet, and physical training.
- Follows the District's rules, regulations, policies, procedures, and guidelines.
- Cleans and performs minor maintenance of District buildings and grounds.
- Performs detailed and thorough inspections of vehicles and equipment, performing or coordinating cleaning, maintenance, and repairs.
- Assists in the ordering and replenishment of station supplies.
- Operates radio equipment efficiently.
- Operates computers to maintain an accurate log of daily activities and training, maintains accurate reports for all incidents, and maintains station records.
- May be requested to perform the duties of a higher classification when assigned.
- Perform other related duties as assigned and required.

### **THE IDEAL CANDIDATE**

#### ***The ideal candidate for this position will have:***

Any combination of education, training, and experience that demonstrates possession of the knowledge and abilities needed to perform the typical duties listed above. A typical way to acquire knowledge and skills is through experience in the fire service, with progressively increasing levels of responsibility. College-level coursework in fire science or related fields is highly desirable.

#### **Minimum requirements (at time of application):**

- High School graduate or approved equivalent (GED)
- Possession of a Valid Class C California Driver's License

#### **Minimum requirements (by time of test) 3/16/2026:**

- CPAT or Biddle certification within the last year
- Possession of a State of California Paramedic license
- Accreditation as a Paramedic in the County of San Diego
- Possession of an Advanced Cardiac Life Support Certificate

***Please ensure your application is complete before submission. Be sure to include the following required attachments: your resume, a copy of your Driver's License, Paramedic License, current CPAT, and any relevant certifications. Incomplete applications may disqualify you from participating in the examination process.***

## **SALARY AND BENEFITS**

Please visit <https://www.sanmiguelfire.gov/local-1434-mou> for our most current MOU. The MOU and Salary Schedule are subject to change with contract negotiations.

## **THE PROCESS**

Please refer to the application template available on our [website](#). Completed applications must be accompanied by copies of relevant documents such as resumes, certifications, and licenses.

Applications must be submitted electronically and emailed to [recruitment@sanmiguelfire.org](mailto:recruitment@sanmiguelfire.org).

Please ensure your application is complete before submission. All applications, resumes, and supporting documents will be reviewed for qualifications. Only candidates who meet the required qualifications will be invited to participate in the examination process. Applications must be typed and submitted no later than **March 2, 2026, at 4:00 p.m.**