



POSITION: Firefighter/Engineer - Paramedic

Deadline to Test and Apply By: 5 PM on November 13, 2026

The Position

The Santa Clara County Fire Department (SCCFD) invites interested applicants to apply for the position of Firefighter/Engineer. We are seeking highly motivated individuals who desire to actively support our commitment to providing a high level of service to our communities served.

Hired personnel will initially start as a Firefighter Trainee as they receive basic training in a fire academy. Firefighter Trainee is an entry-level position where recruits will be trained in structure and wildland firefighting, technical rescue, emergency response, hazardous materials, firefighter survival, and confined space. Employees hired for this position are considered extra-help, unrepresented, at-will employees. After successful completion of the academy, Firefighter Trainees will be reclassified to the rank of Firefighter/Engineer.

Who We Are

SCCFD is one of the premier fire departments in the state of California. We are a progressive Department of dedicated and skilled employees, focused on providing the absolute best courtesy and service possible to our customers and served jurisdictions. Employees often describe the Department as a family where employees are not simply viewed as a number, but rather a valued and talented member of our team focused on contributing to and serving our communities.

Santa Clara County is the largest county in Northern California with a rich and diverse culture widely recognized for innovation in technology, business, education, and agriculture. The Department embraces the diverse backgrounds, ideas and experiences of our staff which assist in meeting the dynamic needs of the communities we serve.

We exist to protect lives, property, and the environment from fires, emergency incidents, and disasters through preparedness, prevention, education, and emergency response. Within our service area, the Santa Clara County Fire Department is responsible for:

- Structure and Wildland Firefighting
- Emergency Medical Services (EMS)
- Special Operations: HazMat and USAR
- Fire Prevention/Community Education and Risk Reduction
- Wildfire Preparedness and Prevention

The ideal candidate will possess the following competencies, as demonstrated in past and current employment history:

Teamwork & Interpersonal Skills: Promote effective and respectful relationships at the workplace by helping others, being resourceful, collaborative, and accomplishing assigned tasks.

Decision Making & Problem Solving: Identify and understand the issue/problem, and use good judgment when deciding a course of action or developing a solution.

Work Ethic: Displaying the highest level of discipline, integrity, productivity, and honesty in performance of work.

Initiative: Ability to be resourceful and work without being told or asked to do a task.

Customer Service: Handle each interaction with customers professionally and with the utmost care.

Communication Skills: Communicates and listens effectively and express own thoughts clearly and concisely.



An Internationally Accredited Agency

*Our Department Motto is
"Courtesy and Service"*



Department Minimum Qualifications

Applicants must be at least 18 years of age and have graduated high school or possess a GED. The following licenses and certifications are also required at time of application: a California paramedic license, a valid CPAT card, and AHA ACLS, CPR/BLS, and PALS certifications. A California driver's license is required by the start of employment.

The Application Process

To be considered for the position, the applicant will need to have the following items completed by the November 13, 2026 deadline:

- Application completed on the Department's website. Click the green "Apply" button at the top of this posting. You will be guided through the steps to complete for the Department application. **Items to upload with your application: California Paramedic License, AHA ACLS, BLS/CPR and PALS certifications, driver's license, a valid CPAT card, and a resume (7 items).** Please do not upload anything not listed.
- Meet **Cal-JAC/FCTC's** minimum requirements to be placed on their Statewide Eligibility List (SEL) by November 13, 2026:
- Be 18 years of age or older;
- Possess a valid driver's license (must upload to profile AND kept current);
- Have a high school diploma or equivalent;
- Have a Cal-JAC CPAT card dated between November 14, 2025 and November 13, 2026 (uploaded to profile and maintained);
- Have a passing score on the FCTC written test. Test must be taken between November 14, 2025 and November 13, 2026.

Your information/test score will not be forwarded to the department unless your profile with Cal-JAC/FCTC is complete/current.

Please make sure all required documentation is in place. If you need to confirm the completeness of your profile or test score status, please contact Cal-JAC/FCTC at (877) 648-2728 or FCTC@cpf.org.

Ready to Test?

To sign up for the written exam or CPAT test
CLICK HERE
(<https://www.fctconline.org/testingschedules/>)

Need Financial Aid?

To see if you qualify for financial aid to pay for your FCTC testing fees **CLICK HERE**
(<https://www.fctconline.org/financialaid/>)

Interested applicants are strongly encouraged to complete the above steps right away. After the posting period, if you have been determined to meet the minimum qualifications for the position, you will be provided with information for the oral board interview, tentatively scheduled for December 7 - 18, 2026. **If you are interested in the opportunity, don't wait! Apply today!**

Tentative Recruitment Timeline

- FCTC Apply/Test Period: October 12, 2026 - November 13, 2026
- Oral Board Interviews: December 7 - 18, 2026
- Fitness Test & Chiefs Interviews: January 4 - 29, 2027
- Background/Pre-Employment: February 3, 2027 - April 23, 2027
- Tentative Academy Start Date: June 21, 2027

Salary/Benefits

Firefighter Trainee: \$10,035.85 monthly with medical insurance for employee and eligible dependents. Employees will also earn sick leave that is available for use after the 90th day of employment. If the employee was previously/is currently a CalPERS member, they will receive Miscellaneous service credit for their time in the fire academy.

Firefighter/Engineer: \$12,143.36 - \$14,760.33 monthly base salary. Line personnel will receive holiday in-lieu pay and specialty differential as applicable.

Benefits include Department paid medical and dental premiums; VSP vision plan; paid life insurance of \$40,000; education reimbursement plan; sick and vacation leave; and CalPERS pension retirement.

Tattoos: Tattoos on the head, neck or hands are specifically prohibited, with the exception of wedding ring tattoos. Tattoos of racial, sexual, profane/vulgar, obscene, gang-related or otherwise offensive nature are prohibited.



The Santa Clara County Fire Department
is an Equal Opportunity Employer.

Questions? You can reach Personnel Services at
(408) 341-4343 or by emailing recruitment@sccfd.org.