



GENERAL INFORMATION

FIREFIGHTER/ENGINEER (EMT AND PARAMEDIC)

JOIN US FOR AN EXCITING CAREER IN THE FIRE SERVICE!

Job Description:

To review the full Firefighter/Engineer job description, please click [here](https://www.sccfd.org/employment-careers/job-descriptions) (<https://www.sccfd.org/employment-careers/job-descriptions>).

Minimum Qualifications for EMT recruitments:

Applicants must be at least 18 years old, have a high school diploma or equivalent, and have a valid EMT license, BLS/CPR certification, and CPAT card by the application filing deadline. The applicant must also have a state of California driver's license by time of appointment. All licenses and certifications must be maintained/remain valid through start of the fire academy.

Minimum Qualifications for Paramedic recruitments:

Applicants must be at least 18 years old, have a high school diploma or equivalent, and have a valid state of California paramedic license, ACLS, BLS, and PALS certifications, and CPAT card by the application filing deadline. The applicant must also have a state of California driver's license by time of appointment. All licenses and certifications must be maintained/remain valid through start of the fire academy.

The following certifications may be a minimum qualification for specific recruitments of this classification. If required, it will be indicated as such on the job announcement/posting for the recruitment:

- Firefighter I Academy certification from an Accredited Regional Training Program or an Accredited Local Academy as approved by the California Office of State Fire Marshal/State Fire Training, or;
- Firefighter I certification from the California Office of State Fire Marshal/State Fire Training.

THE TESTING AND SELECTION PROCESS

When an open recruitment is announced, the job posting will specify the details of the testing and application process. The following is a brief outline of the Department's recruitment process:

- Job announcement is posted. Interested applicants will need to make sure they have a passing score with the testing provider (National Testing Network) by the testing deadline, and that they've paid the fee to have the score sent to the Department.
- Submit an application on the Department's website.
- Once the Department has determined the applicant meets the minimum qualifications for the position, the applicant will be sent a link to complete a video interview.
- Received interviews will be rated by a panel of assessors, and an employment eligibility list will be established from the scores. Candidates on the list will be selected to move on in the process based on vacancies available.
- Selected candidates will participate in the Department fitness test and paramedic skills assessment (for paramedic candidates only).
- Selected candidates will participate in the Chiefs' interview.



- Selected candidates will receive a conditional offer for employment with the Department. At this time, a detailed background investigation, psychological evaluation, Livescan fingerprint, and medical examination will be completed.
- Successful candidates will receive a final offer for employment as a Firefighter Trainee with the Department.
- Uniform fitting will take place.
- Fire Academy will begin and will last from 18 – 22 weeks.
- Once you've successfully completed the Fire Academy, you will begin employment with the Department as a probationary Firefighter/Engineer.

Information on the Fitness Test:

The current fitness test includes the following:

- Run - 1.5 miles in 12 minutes or less
- Pull-ups (palms in or out) - 3, or flexed arm hang - 45 seconds
- Push-ups (to metronome of 80 bpm) - 20
- Curl ups (crunches to metronome of 60 bpm) - 30

Information on the Paramedic Skills Assessment (for paramedic candidates only):

Candidates will complete two simulation scenarios, and assessments will be based on AHA and NREMT-P guidelines. Candidates will also be tested on EKG reading.

ADDITIONAL INFORMATION

Physical Standards: Weight in proportion to height in accordance with medical standards. Visual acuity of not less than 20/40 vision in each eye corrected and not less than 20/100 uncorrected in each eye, with only mild red/green color defects being acceptable.

Preference: Current Department volunteers and employees in good standing may be eligible for selection preference by being invited to the oral board if s/he successfully passed the written examination regardless of test score order.

Tattoo Guidelines: Eligible applicants must not have any tattoos visible while wearing Department uniform. Tattoos containing profanity, inappropriate messages and/or images are strictly prohibited.

If you are interested in being notified for future job postings, please sign up on our website by scanning the QR code below!



Should you have questions regarding the position of Firefighter or our testing/selection process, please call Personnel Services at (408) 341-4343 or email recruitment@sccfd.org.