Rancho Santa Fe Fire Protection District

Firefighter/Paramedic (Entry)

SALARY	$112,125 - $136,289 Annually *Salary is based on current MOU	**LOCATION**	Rancho Santa Fe, CA
JOB TYPE	Full-Time (56-hour work week)	**OPENING DATE**	11/24/2026
		CLOSING DATE	02/16/2027

DESCRIPTION

The Rancho Santa Fe Fire Protection District has an opportunity available to join the team as a Firefighter/Paramedic - Entry.

This is an active recruitment. The application filing period opens November 24, 2026, and closes February 16, 2027. All applications must be submitted before 5:30 p.m. Pacific Time on the closing date. Information is posted at www.ranchosantafefire.gov.

All required licenses and certifications must remain current throughout the entire examination and hiring process. An application screening review will take place after the closing date.

The successful candidate will possess the following knowledge, skills/abilities, experience, and characteristics:

Knowledge & Education:

Education:

- Equivalent to completion of the twelfth (12th) grade.

Knowledge of:

- Firefighting principles, techniques, and suppression methods, including fire behavior and fire prevention.
- San Diego County paramedic protocols for assessment and treatment of the ill and injured.
- Emergency rescue procedures and practices relating to fire, traffic collisions, technical rescue, HAZMAT, and other life-threatening or injury-prone events.
- Apparatus and equipment mechanics, maintenance, and operations.
- Laws, ordinances, and codes affecting the work of a Firefighter/Paramedic.
- Appropriate safety precautions and procedures.

Skills & Abilities:

- Perform a diverse range of emergency response and firefighting duties.
- Operate hoses, hydrants, compressors, and a variety of gas- and electrically-powered equipment.
- Apply the principles, practices, and procedures of modern firefighting and protection of life and property.

- Evaluate emergency response conditions and act when not directly supervised.
- Respond quickly to changing situations under stressful conditions.
- Operate computers and other electronic devices, write comprehensive reports, and maintain accurate records.

Experience & Licenses:

Experience:

- The ideal candidate will have at minimum six (6) months of full-time experience as a transporting paramedic in a municipal region.

Licenses and Certifications:

- Possession of a valid Driver's License with a satisfactory driving record at time of application.
- Possession of a valid California State Paramedic License, to be maintained throughout employment.
- Possession of one of the following Firefighter I credentials:
    - California State Fire Marshal (CSFM) Firefighter I Certificate; or
    - Completion of a Fire Academy accredited by the Office of the California State Fire Marshal; or
    - California Firefighter certification obtained through State Fire Training reciprocity, based on an IFSAC and/or Pro Board accredited certification that includes Firefighters I, Hazardous Materials Awareness and Operation, and Wildland Firefighter I
- Paramedic Accreditation with the San Diego County Emergency Medical Services Agency (EMS) at time of hire, to be maintained throughout employment.

Ability to obtain and maintain one of the following California Driver's License options within 18 months of employment:

- Valid California Class “C” Driver's License; or
- Valid California Class “C” Driver's License with Firefighter Endorsement; or
- Valid non-commercial California Class “B” Firefighter Restricted Driver License with Air Brake and Tank endorsements; or
- Valid Commercial Class “A” or Class “B” Unrestricted driver license with Air Brake, Tank, and Firefighter endorsements.

Characteristics

- **Accountability** - The Rancho Santa Fe Fire Protection District is a professional fire agency staffed by individuals who maintain the highest standards of conduct.
- **Integrity** - We are truthful and ethical in everything that we do.
- **Inclusion** - We embrace diversity and are welcoming to all.
- **Teamwork** - When we work collaboratively to achieve our mission, the District and the community grow stronger. We pride ourselves on providing mutual aid and lending assistance to other fire departments across jurisdictional boundaries.
- **Compassion** - The District strives to be a compassionate organization that sets the standard for excellence through service.
- **Service Mindset** - Each member of our team has a heart for serving the communities we protect. We put service over self.

This position is FLSA Non-Exempt, eligible for overtime compensation.

Application and Selection Process:

Candidate applications will be screened and evaluated based on established, job-related criteria. Based on the results of the application screening process, candidates may be invited to participate in the selection components outlined below:

Selection Component	Selection Component Description	Tentative Dates
Knowledge center/ Paramedic Medical Simulation/ Captain's Interview	Candidates should be prepared to participate in a basic structured interview and be assessed on their basic knowledge and skills as a firefighter and paramedic. The knowledge center may be conducted as a separate component or as part of the interview process. Candidates will participate in a standalone EMS simulation. Those who are successful will be recommended to continue to the Fire Chief's Interview.	February 23-25, 2027
Fire Chief's Interview	Successful candidates will be placed on an eligibility list. Candidates will be contacted by the District in ranked order to start the background process as vacancies arise.	March 2, 2027
The District reserves the right to adjust the format, sequence, scheduling, and administration of the selection components as necessary. The selection process will be conducted in a fair and consistent manner in accordance with applicable laws and District policies.		

Candidates that are placed onto the eligibility list will undergo a thorough background investigation, medical exam, and psychological evaluation. Candidates must successfully pass all components of the hiring process.

Background Investigation - Candidates selected for further consideration, including alternates, will be referred to a background investigation. The background investigation includes, but is not limited to, Personal History Statement, Department of Justice/FBI criminal records check, civil records check, employment and personal reference checks, DMV check, etc.

Medical Exam - Candidates who receive a conditional offer of employment must pass a comprehensive medical examination including drug and alcohol screening. The medical exam is conducted through the District's designated physician and the initial exam costs are paid by the District.

Psychological Exam - Candidates will also be required to submit to a psychological examination. The exam is conducted through the District's designated psychologist and the initial exam costs are paid by the District.

COMMUNITY

Rancho Santa Fe is an unincorporated community in northern San Diego County, California, known for its residential character, equestrian heritage, and rolling terrain. The community sits inland from the coast and provides easy access to the cultural, recreational, and educational opportunities of greater San Diego, including beaches, mountains, and a temperate Southern California climate.

THE ORGANIZATION

The Rancho Santa Fe Fire Protection District has served its community since 1946. The District is an independent special district governed by a Board of Directors and operates fire stations providing all-risk fire suppression, emergency medical, rescue, and prevention services to Rancho Santa Fe and surrounding areas.

The District works cooperatively with neighboring fire agencies through automatic and mutual aid agreements, including participation in the San Diego County North Zone.

ESSENTIAL DUTIES AND RESPONSIBILITIES

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. Essential job duties include, but are not limited to:

- Suppress fires, perform rescues, and carry out emergency medical techniques and procedures.
- Operate, maintain, and inspect vehicles, apparatus, and equipment.
- Respond quickly to changing situations under stressful conditions.
- Learn local geography, demographics, locations, and regulations.
- Clean and maintain fire stations, District facilities, and grounds.
- Conduct fire inspections and participate in public education activities.
- Understand and follow oral and written directions promptly and accurately.
- Pass periodic recertification tests.
- Operate computers and other electronic devices, write comprehensive reports, and maintain accurate records.
- Establish and maintain effective relationships with those in contact during the course of work.

QUALIFICATIONS GUIDELINES

Candidate Requirements:

- Valid Driver's License with a satisfactory driving record.
- Current California State Paramedic License (must be maintained as a condition of employment).
- Applicants must submit proof of one of the following:
- Possession of one of the following Firefighter I credentials:
    - California State Fire Marshal (CSFM) Firefighter I Certificate; or
    - Completion of a Fire Academy accredited by the Office of the California State Fire Marshal; or
    - California Firefighter certification obtained through State Fire Training reciprocity, based on an IFSAC and/or Pro Board accredited certification that includes Firefighters I, Hazardous Materials Awareness and Operation, and Wildland Firefighter I
- As of 02/16/2027, 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/becoming-a-firefighter/fctc-statewide-list/
- Cal-JAC CPAT (Candidate Physical Ability Test) Card must be dated between 02/16/2026 and 02/16/2027.
- A passing score on the FCTC written test must be dated between 02/16/2026 and 02/16/2027.

- To view upcoming CAL-JAC CPAT and FCTC Written Test dates, visit: https://www.fctconline.org/testing-information/upcoming-test-schedule/
- Candidates experiencing financial hardship ay qualify for financial aid to pay for their FCTC testing fees visit: https://www.fctconline.org/financialaid/

Highly Desirable:

- Minimum six months of full-time experience as a transporting paramedic in a municipal region.
- Current California Class “C” driver's license with Firefighter endorsement, or a Commercial Class “B” driver's license.
- California State Fire Marshal Firefighter I and II Certificates.

Additional Requirements / Conditions of Employment:

- Possess current Paramedic Accreditation with the San Diego County Emergency Medical Services Agency (EMS) at time of hire.
- A California Class “C” driver's license with Firefighter endorsement, or a Commercial Class “B” driver's license, must be obtained within 18 months of employment and maintained throughout employment.

PHYSICAL/MENTAL DEMANDS AND WORK ENVIRONMENT

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.

Environment:

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 bloodborne 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, with variable tasks, pace, and pressure.

Physical:

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.

Vision and Hearing:

Vision: 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.

Hearing: 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.

Employer
Rancho Santa Fe Fire Protection District

Phone
858-756-5971

Website
www.ranchosantafefire.gov

Address
18027 Calle Ambiente
Rancho Santa Fe, California 92067

Mailing Address
PO Box 410
Rancho Santa Fe, California 92067

Firefighter/Paramedic (Entry) Supplemental Questionnaire

*QUESTION 1

Please indicate your highest level of education completed.

- Less than high school diploma or GED equivalent
- High school diploma or GED equivalent
- Associate's Degree
- Bachelor's Degree
- Master's Degree or higher

*QUESTION 2

Are you currently employed as a full-time Firefighter/Paramedic (or higher) with a municipal, county, state, fire district, federal, or tribal all-risk fire agency?

- Yes
- No

*QUESTION 3

How much time do you have as a continuously employed, full-time Paramedic in a municipal region?

- Less than 6 months
- At least 6 months
- At least 1 year
- Greater than 1 year

*QUESTION 4

Do you have 6 months or greater as a transporting Paramedic on an ambulance in a municipal region?

- Yes
- No

*QUESTION 5

Check the boxes that correspond to your firefighter credentials: [place check boxes for these as they may have more than one]

- CSFM Fire Fighter 1 Certificate
- Completion of a Fire Academy accredited by the Office of the California State Fire Marshal
- California Fire Fighter 1 certification obtained through State Fire Training reciprocity, based on an IFSAC and/or Pro Board accredited certification that includes Fire Fighter 1, Hazardous Materials Awareness and Operations, and Wildland Fire Fighter 1

*QUESTION 6

Do you possess a valid California State Paramedic License?

- Yes
- No

*QUESTION 7

I acknowledge that my application will be considered incomplete unless I upload and attach a copy of the following (candidates who do not attach the required documents may be removed from consideration):

1. **Signed and completed Fire District Application.**
2. **Résumé.**
3. **Valid driver's license.**
4. **Current California State Paramedic License.**
5. **Proof of one of the following Fire Fighter 1 credentials:**
    - **CSFM Fire Fighter 1 Certificate**
    - **Completion of a Fire Academy accredited by the Office of the California State Fire Marshal**
    - **California Fire Fighter 1 certification obtained through State Fire Training reciprocity, based on an IFSAC and/or Pro Board accredited certification that includes Fire Fighter 1, Hazardous Materials Awareness and Operations, and Wildland Fire Fighter 1**

*QUESTION 8

I acknowledge that the information provided in this job application, to include supplemental questions, education/certification information, attachments, and work history is complete and accurate and cannot be changed once the application is submitted. Please note "See Resume" is considered an incomplete response and your application will not be considered.

- Yes
- No

* Required Question