



WE'RE HIRING!

FIREFIGHTER PARAMEDIC

San Miguel Fire & Rescue is seeking motivated Firefighter Paramedic Recruits who are committed to teamwork, public service, and professional growth. This position is ideal for individuals who value accountability, service, and continuous improvement while serving the community with integrity and compassion. Firefighter Paramedic Recruits work closely with fellow crew members, supervisors, and partner agencies to respond to emergency incidents, support daily station operations, and develop their skills through ongoing training and experience. Successful candidates are dependable, adaptable, and dedicated to making a positive impact.



**SEE FLYER FOR
APPLICATION
DEADLINES & MOU
FOR SALARY &
BENEFITS
BREAKDOWN**



Questions? Contact Us!
recruitment@sanmiguelfire.gov

APPLY NOW!



Recruitment closes on
August 26, 2026

All Required Documents
Must Be Emailed



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.gov.

Recruitment Opening Date: August 3, 2026

Application Deadline: August 26, 2026 @ 1700hrs.

Tentative Test Date: September 7 – 11, 2026

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

Tentative Administrative Onboarding for New Hires: 01/26/2027

Academy Start Date: 02/07/2027

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 \$34,458,744 for Fiscal Year 2026/2027, 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, including 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) 09/07/2026:

- 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

Minimum Requirement (by time of hire):

- Must be current on the Firefighter Candidate Testing Center (FCTC) Statewide Eligibility List (SEL) on 08/26/2026. (For more information on how to be placed on the FCTC SEL, visit <https://www.fctconline.org/sel/>)
- Cal-JAC CPAT (Candidate Physical Ability Test) Card must be dated between 08/26/2025 and 08/26/2026.
- A passing score on the FCTC Written Test must be dated 08/26/2025 and 08/26/2026.
- To view upcoming Cal-JAC CPAT and FCTC Written Test dates, click here (<https://www.fctconline.org/testingschedules/>).
- Candidates experiencing financial hardship may qualify for financial aid to pay for their FCTC testing fees. (<https://www.fctconline.org/financialaid/>)

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.

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 **August 26, 2026, at 1700.**

Applications must be submitted electronically and emailed to recruitment@sanmiguelfire.gov.



SMFR
San Miguel Fire & Rescue

2026 TESTING

FIREFIGHTER PARAMEDIC

Testing Study Guide

OFFICIAL PREPARATION RESOURCES

Candidates are encouraged to review the official resources below in preparation for testing.

1

San Miguel Master Plan

Review the District's current strategic roadmap, findings, and recommendations.

sanmiguelfire.gov/master-plan

OPEN RESOURCE

2

San Diego County EMS Protocols

Review the current prehospital policies and protocols published by the County EMS Office.

sandiegocounty.gov - EMS policies and protocols

OPEN RESOURCE

3

San Miguel Fire & Rescue Information

Become familiar with the District's services, programs, service area, and current information.

sanmiguelfire.gov

OPEN RESOURCE

CANDIDATE REMINDER

Online materials may be updated. Confirm that you are reviewing the current versions before testing.



San Miguel Fire & Rescue Classification Profile

Position Title	Firefighter Paramedic Recruit
Summary of Duties	As a member of an engine company, under the supervision of the assigned Captain, Firefighter Paramedic Recruits respond to emergency and non-emergency calls for service with the purpose of mitigating threats to life, property or environment. These calls for service may include fires, rescues, hazardous materials incidents, and medical emergencies. The Firefighter Paramedic Recruit will perform other related duties as assigned and required.
Essential Duties <i>The following are the typical duties performed by a Firefighter Paramedic; however, this job specification is intended to identify essential functions and requirements of the job and should not be considered all-inclusive.</i>	• 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 chain of command and the incident command system (ICS). • Deploys and operates tools and equipment while participating in the extrication of victims during rescues 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, 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 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, along with performing or coordinating cleaning, maintenance, and repairs. • Assists in the ordering and replenishment of station supplies. • Operates radio equipment in an efficient manner. • Operates computers to maintain an accurate log of daily activities and training, maintains accurate reports for all incidents, and maintain station records. • May be requested to perform the duties of a higher classification when assigned. • Performs other related duties as assigned and required.
Education, Training & Experience	Any combination of education, training, and experience that clearly demonstrates possession of the knowledge and abilities needed to perform the typical duties listed above. College-level coursework in Fire Science or related fields is highly desirable.
Knowledge, Skills, and Abilities <i>These are examples of duties performed by employees in this class. The list may not include all required duties, nor are all listed tasks necessarily performed by everyone in this class.</i>	• Mental visualization • Manual dexterity • Safe driving ability • Judgment and reasoning • Problem analysis and correction • Attention to detail • Reading comprehension • Physical strength, stamina, and endurance • Ability to work effectively under the stress of emergency situations • Ability to interact with others calmly and efficiently in emergency situations • Ability to maintain situational awareness • Ability to engage in strenuous physical activity • Ability to learn and utilize appropriate radio protocol with other fire and emergency personnel • Ability to take and follow orders from supervisors • Ability to work cooperatively as a team • Ability to operate as an Emergency Medical Technician-Paramedic • Ability to train, supervise, and evaluate employees • Ability to use computers and computer programs that assist in the accomplishment of assigned tasks • Knowledge of local, state, and federal regulations for operating vehicles • Knowledge of principles and practices of firefighting • Knowledge of District rules, regulations, policies, procedures, and guidelines • Knowledge of rescue and firefighting equipment • Knowledge of firefighter and rescue strategies and tactics • Knowledge of fire behavior • Knowledge of building construction • Knowledge of the Incident Command System (ICS) • Knowledge of hazardous materials incident management • Knowledge of mechanical comprehension

Licenses & Certifications	• High School graduate or approved equivalent (GED) • Possession of a Valid Class C California Driver's License 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
Physical Condition	Firefighter Paramedic Recruits shall possess the physical, mental, and emotional ability to perform the essential duties of the position. They include engaging in strenuous physical activities during firefighting, other emergencies, and non-emergency activities. Employees may be exposed to physical and emotional hazards associated with firefighting, emergency medical response and rescue.