

SAN MIGUEL FIRE & RESCUE

PROMOTIONAL - LATERAL - OPEN

ENGINEER PARAMEDIC RECRUITMENT

San Miguel Fire & Rescue is looking for skilled and dedicated Engineer Paramedics to join our team. Our mission is a commitment to excellent service with compassion and pride, providing for the health and safety of the communities we serve.

As an Engineer Paramedic, you will play a critical role in ensuring our crews respond with efficiency, professionalism, and expertise. The ideal candidate is a highly motivated individual with strong technical knowledge, excellent driving and pump operation skills, and a commitment to teamwork. This position offers the opportunity to operate and maintain fire apparatus, support emergency medical response, and contribute to the overall success of our fire and rescue operations.

At San Miguel Fire & Rescue, we value education and professional development. We encourage and support the upward movement of our team members, providing opportunities for continued training, mentorship, and career advancement. Our commitment is to not only provide service beyond expectations for our communities but also to invest in the growth and success of our personnel.

If you are a dedicated professional ready to take the next step in your career and make a meaningful impact, we encourage you to apply.

IMPORTANT DATES AND DOCUMENTS

RECRUITMENT OPENING DATE: FEBRUARY 12, 2025

APPLICATION DEADLINE: MARCH 21, 2025

ORIENTATION DATE: MARCH 25, 2025

TENTATIVE APPARATUS FAMILIARIZATION

ORIENTATION: MARCH 26-28, 2025

TENTATIVE TEST DATES: APRIL 14-25, 2025



[CLICK HERE FOR EXAM MATERIALS AND GUIDES](#)

ENGINEER PARAMEDIC RECRUITMENT 25-1

PROMOTIONAL –LATERAL – OPEN



Service Beyond Expectations

Dedicated professionals committed to excellent service with compassion and pride, providing for the health and safety of the communities we serve

DEFINITIONS

Promotional: This candidate is a current San Miguel employee who meets all minimum requirements listed in the announcement who is seeking a promotional opportunity with San Miguel Fire & Rescue.

Lateral Candidate: This candidate is currently a full-time paid Engineer or above with all the qualifications required of the position listed in the announcement and is coming from another organization seeking employment with San Miguel Fire & Rescue.

Open Competitive: This candidate is from another agency and meets all minimum requirements listed in the announcement and is seeking employment with San Miguel Fire & Rescue.

THE DISTRICT

This recruitment will establish an eligibility list to fill vacancies that may occur within 24 months of the list's establishment. Applications will be reviewed, and appointment interviews will be 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, Engineer, and 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

As a member of an engine company, under the supervision of the assigned Captain, Engineers 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 Engineer is responsible and accountable for maintaining and operating their assigned fire apparatus and safely and efficiently transporting their crew to and from emergencies. The Engineer will perform other related duties as assigned and required.

ESSENTIAL FUNCTIONS

- May perform all the functions in the Firefighter Paramedic classification.
- Assists in the selection of a travel route to calls for service, and during routine travel; safely drives and operates department apparatus and vehicles as assigned.
- Positions apparatus at emergency scenes to achieve maximum operational effectiveness and safety.
- Calculates fire hydraulics and effectively operates pumping equipment to provide sufficient firefighting water streams while maintaining water supplies.
- Assists in all phases of firefighting activities as directed.
- Provides basic and/or advanced life support measures and techniques for patients during medical or trauma-related emergencies.
- Deploys and operates tools and equipment while participating in the extrication of victims during rescue operations.
- Assists in developing plans to mitigate emergencies and hazardous conditions utilizing apparatus, tools, and equipment.
- Performs detailed and thorough inspections of apparatus, vehicles, and equipment, as well as performing or coordinating cleaning, maintenance, and repairs.
- Effectively operates radio equipment.
- Will utilize the Districts workforce software program to make availability known
- Cleans and performs minor maintenance of District facilities and grounds.
- Maintain complete and detailed documentation of inspections, maintenance, and repairs.
- Develops and conducts education and training on topics related to job functions.
- Participates in all required training.
- Participates in fire and life safety inspections of commercial and residential properties.
- Conducts and/or participates in public safety education programs.
- Conducts tours of station facilities and/or assists in public education programs.
- Participates in public relations activities involving demonstrations and interpretations of fire prevention and safety procedures.
- Follows the District's rules, regulations, policies, procedures, and guidelines.
- Accepts orders and directions from supervisors as dictated by chain-of-command and the Incident Command System (ICS).
- May be requested to perform the duties of a higher classification.
- Performs 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 obtain knowledge and abilities would be experience in the fire service with progressively increasing levels of responsibility. College-level coursework in fire science or related fields is highly desirable.

Promotional Applicants

- **Minimum of three years paid full-time experience in the fire service with progressively increasing levels of responsibility.**
- Minimum of two years as a Firefighter Paramedic with San Miguel Fire & Rescue.
- A satisfactory or above on the last performance evaluation and not currently on a performance plan.
- Holds a current San Diego County and California Paramedic License.

Lateral Applicants

- **Minimum of three years paid full-time experience in the fire service with progressively increasing levels of responsibility.**
- Currently in the rank of Engineer or above.
- Holds a current San Diego County and California Paramedic License.

Open Competitive Applicants

- **Minimum of three years paid full-time experience in the fire service with progressively increasing levels of responsibility.**
- Minimum of two years as a Firefighter Paramedic.
- Holds a current San Diego County and California Paramedic License.

Minimum Requirements, licenses, and certifications required at the time of the test for all applicants:

- CSFM FFI
 - CSFM Driver Operator 1A/1B
 - Possession of a San Diego County Paramedic Certification/Accreditation
 - AHA BLS Healthcare Provider Certificate
 - Paramedic licensure and accreditation must be maintained as a condition of continued employment with San Miguel Fire & Rescue in the Engineer classification.
 - Paramedics must comply with the San Diego County EMS Paramedic Guidelines.
 - Must possess and maintain a valid Class C California Driver's License with Firefighter Endorsement, Commercial Class B, or a Commercial Class A California Driver's License
- Proof of completion is required, and certificates must be attached to the application.***

SALARY AND BENEFITS

please visit <https://www.sanmiguelfire.gov/local-1434-mou> for our most current MOU. MOU and Salary Schedule are subject to change with current in-progress 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 may be submitted in one of the following ways:

- **Hand-delivered** to our administrative office at 2850 Via Orange Way, Spring Valley, CA, 91978.
- **Emailed** to recruitment@sanmiguelfire.org
- **Mailed to:**

San Miguel Fire District
Engineer Paramedic Recruitment
Attn: Recruitment
2850 Via Orange Way
Spring Valley, California 91978



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 or postmarked no later than **March 21, 2025, at 4:00 PM.**

