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SAN MIGUEL FIRE RESCUE

SERVICE BEYOND EXPECTATIONS

PROMOTIONAL OPPORTUNITY

ENGINEER PARAMEDIC

San Miguel Fire & Rescue is seeking candidates for promotion to Fire Engineer Paramedic. This opportunity is ideal for individuals who demonstrate sound judgment, technical competence, accountability, and leadership while serving the community with integrity and compassion. Fire Engineer Paramedics work closely with company officers, crew members, and partner agencies to respond to emergency incidents, safely operate and maintain assigned apparatus, support daily station operations, and strengthen team performance through training and mentorship. Successful candidates are dependable, adaptable, safety conscious, and committed to professional excellence.

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

Questions? Contact Us!

recruitment@sanmiguelfire.gov

APPLY NOW!

Recruitment closes on September 18, 2026

All Required Documents Must Be Emailed

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Service Beyond Expectations

ENGINEER PARAMEDIC 26-1
PROMOTIONAL 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 via email at recruitment@sanmiguelfire.gov.

Recruitment Opening Date: September 4th

Application Deadline: September 18th, at 1600

Orientation Date: October 12th, at 0900

- **In Person: Training Room**
- **Virtually via Microsoft Teams (link will be provided to all qualified applicants)**

Tentative Apparatus Familiarization Orientation:
November 2-6th

Tentative Test Date: December 7-11th

Please review the recruitment flyer for more information on minimum requirements and how to submit interest.

https://www.sanmiguelfire.gov/current-recruitments

THE DISTRICT

This internal promotional recruitment will establish an eligibility list for Fire Engineer Paramedic vacancies that may occur within 2 years of the list's establishment. Applications will be reviewed following the closing date, and qualified candidates will be invited to participate in the promotional assessment process.

The Fire Suppression/Operations Division includes the personnel who staff the District's eight fire stations and respond to emergency incidents. Operations is organized into three platoons, or shifts, with three personnel assigned to each unit and one Battalion Chief on duty, for a total daily staffing of 25 positions.

The three platoons rotate coverage throughout the year, working 24-hour shifts based on a 56-hour workweek. Each fire unit is staffed by a Firefighter Paramedic, Engineer, and Fire Captain.

As the apparatus operator, the Fire Engineer operates and maintains assigned fire apparatus and equipment and supports the Fire Captain in ensuring safe, effective, and coordinated emergency response operations. District crews respond to a broad range of emergencies, including emergency medical incidents, structure and wildland fires, vehicle collisions, natural disasters, technical rescues, hazardous materials incidents, terrorist events, and swift-water emergencies.

THE POSITION

As a member of an engine company and under the supervision of the assigned Fire Captain, the Fire Engineer responds to emergency and non-emergency calls for service to mitigate threats to life, property, and the environment. These calls may include fires, rescues, hazardous materials incidents, and medical emergencies. The Fire Engineer is responsible and accountable for maintaining and operating assigned fire apparatus and for safely and efficiently transporting the crew to and from emergency incidents. The Fire Engineer also performs other related duties as assigned.

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.
- Position 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 District's workforce software program to make availability known.
- Cleans and performs minor maintenance of District facilities and grounds.
- Maintains complete and detailed documentation of inspections, maintenance, and repairs.

- Develops and conducts education and training on topics related to job functions.
- Participate 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.
- 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 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.

EDUCATION/EXPERIENCE/MINIMUM REQUIREMENTS (TIME OF TEST):

- Minimum of three (3) years' paid full-time experience in the fire service.
- Minimum of two (2) cumulative years as a Firefighter Paramedic with the District.
- Satisfactory or above on last performance evaluation and not currently on a performance plan.

CERTIFICATION REQUIREMENT (BY TIME OF TEST):

All applicants must meet the following minimum requirements and possess the required licenses and certifications at the time of the testing process.

CATEGORY	REQUIRED LICENSE OR CERTIFICATION
FIREFIGHTER CERTIFICATION	CSFM Fire Fighter I (FFI) CSFM Fire Fighter II (FFII)
DRIVER/OPERATOR CERTIFICATION	CSFM Driver/Operator 1A CSFM Driver/Operator 1B
EMS CREDENTIALS	Current San Diego County Paramedic Certification/Accreditation Current AHA BLS Healthcare Provider Certification
CALIFORNIA DRIVER'S LICENSE (ONE REQUIRED)	A valid California Driver's License meeting one of the following requirements: Class C with Firefighter Endorsement Commercial Class B Commercial Class A
DOCUMENTATION	Proof of completion and/or current certification is required. Copies of all applicable licenses and certificates must be attached to the application.

Proof of completion is required, and certificates/documentation must be submitted with your application.

SALARY AND BENEFITS

Please refer to the most current MOU and Salary Schedule for benefit and compensation details.

THE PROCESS

Submit your resume, proof of completion for the certificate requirement, and a letter of interest to recruitment@sanmiguelfire.gov.

Letters of Interest

Candidates must submit a professional letter of interest that includes:

- The position for which you are applying
- A brief explanation of your interest in the position
- Relevant experience, training, education, and certifications
- Leadership experience and examples of your readiness for the role
- The strengths and qualities you would bring to the position
- Your professional goals and commitment to the District

Letters should be addressed to the Fire Chief, limited to two pages, and must be submitted as part of your application packet by the deadline specified below.

Please ensure your documentation is complete prior to submission. All documents will be reviewed for qualifications. Only candidates who meet the required qualifications will be invited to participate in the testing process. All documents must be submitted together via email, no later than **September 18, 2026, at 16:00.**

The testing process may include didactic, manipulative, and interview portions, including appointing authority interviews.

San Miguel Fire & Rescue
Classification Profile

Position Title	Engineer Paramedic
Summary of Duties	Under supervision, responds to emergency and non-emergency calls for service with the purpose of mitigating threats to life, property, and the environment. These calls for service may include fires, rescues, hazardous materials incidents, medical emergencies, assesses the situation and administers basic and advanced life support treatment to patients and other public service requests. The Engineer is responsible for driving and operating a variety of fire department apparatus. The Engineer will also participate in the inspection, maintenance and documentation of fire department apparatus, associated equipment, and department facilities, maintaining operational readiness. The Engineer participates in employee training and development, public education, and fire prevention programs. The Engineer will perform other related duties as required.
Essential Functions *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.*	• 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 on patients during medical or traumatic emergencies. • Operates defibrillation equipment • Deploys and operates tools and equipment while participating in the extrication of victims during rescue operations. • Utilizing apparatus, tools, and equipment, assists in developing plans to mitigate emergencies and hazardous conditions. • Performs detailed and thorough inspections of apparatus, vehicles, and equipment, along with performing or coordinating cleaning, maintenance, and repairs. • Provides complete and detailed documentation of inspections, maintenance, and repairs. • Develops and conducts education and training on topics related to job functions. Participates in required training. • 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. • Accepts orders and direction from supervisors as dictated by Chain-of-Command and the Incident Command System (ICS). • Performs other related duties as assigned and required.

Qualifications – **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. Emergency Medical Technician-Paramedic license and certificate.
Knowledge, Skills, and Abilities *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.*	• Knowledge of the District and Response Areas • Spatial Orientation and Direction • Reading Comprehension of Maps and Charts • Knowledge of Local, State, and Federal Regulations for operating Vehicles and Fire Apparatus • Knowledge of Department Rules, Regulations, Policies, Procedures, and Guidelines • Safe Driving Ability • Situational Awareness • Knowledge of Fire Apparatus • Knowledge of Rescue and Firefighting Equipment • Knowledge of Fireground Hydraulic Principles • Ability to Spot Apparatus Effectively • Knowledge of Firefighter Strategies and Tactics • Knowledge of Fire Behavior • Knowledge of Building Construction • Knowledge of the Incident Command System (ICS) • Knowledge of Rescue Strategies and Tactics • Knowledge of Hazardous Materials Incident Management • Knowledge of Emergency Medical Treatment and Care • Mathematical Ability • Mechanical Comprehension • Mental Visualization • Manual Dexterity • Ability to Work Cooperatively as a Team • Ability to operate as an Emergency Medical Technician-Paramedic • Judgment and Reasoning • Problem Analysis and Correction • Decision Making and Decisiveness • Attention to Detail • Physical Strength, Stamina, and Endurance • Oral Communication • Writing Ability • Computer and Technology Skills
• **Licenses & Certifications**	• Possession of a valid Class C license with a Firefighter endorsement after two years' of service • Possession of a State of California Paramedic license • Accreditation as a Paramedic in the County of San Diego • Advanced Cardiac Life Support Certificate
• **Physical Condition**	Engineer Paramedics shall possess the physical, mental and emotional ability to perform the essential duties of the position. They may include occasionally engaging in strenuous physical activity during the course of firefighting and other emergency activities. Employees may be exposed to the physical and emotional hazards associated with firefighting, emergency medical response and rescue.