



SMFR
SAN MIGUEL FIRE RESCUE
SERVICE BEYOND EXPECTATIONS

PROMOTIONAL OPPORTUNITY

FIRE CAPTAIN/CAPTAIN PARAMEDIC



San Miguel Fire & Rescue is seeking experienced, dedicated, and community-minded personnel for promotion to Fire Captain. This internal promotional opportunity is intended for individuals prepared to take on a company officer leadership role while supporting the District's mission and service to the community. Fire Captains lead and supervise assigned personnel, direct emergency response operations, coordinate training and station activities, and ensure crews maintain a high level of operational readiness, safety, and professionalism. This is an excellent opportunity to advance your fire service career, strengthen your leadership skills, and help guide the continued development of District personnel and operations.

SEE FLYER FOR APPLICATION DEADLINES.

APPLY NOW!



Recruitment closes on
August 12, 2026

All Required Documents
Must Be Emailed



Questions? Contact Us!
recruitment@sanmiguelfire.gov



SMFR
Service Beyond Expectations

FIRE CAPTAIN/CAPTAIN 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: July 29, 2026

Application Deadline: August 12, at 1600

Orientation Date: August 17, 2026, at 0900

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

Tentative Test Date: October 19-23, 2026

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

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

THE DISTRICT

This internal promotional recruitment will establish an eligibility list for Fire Captain vacancies that may occur within 12 months 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 throughout the District. Operations are 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 company officer, the Fire Captain leads and supervises assigned personnel and is responsible for the safe, effective, and coordinated response to emergency incidents. 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

Under the general direction of a Battalion Chief, supervises and oversees the operation of a fire company and/or fire station in accordance with District rules, regulations, policies, and procedures. Supervises and may participate in operations involving personnel and equipment at the scene of emergencies, including fire suppression, emergency medical services, and/or other emergencies; assesses the situation and administers basic and advanced life support treatment to patients; conducts or oversees fire safety inspections and fire investigations; and performs other duties as assigned.

ESSENTIAL FUNCTIONS

- Responds to emergencies as directed.
- Supervises personnel, determines appropriate actions, and requests additional assistance when necessary.
- Ensures and participates in the protection of life and property.
- Schedules and directs training and drill activities for station personnel in all phases of firefighting, rescue, and emergency medical services, consistent with District policies and procedures.
- Oversees or personally conducts fire prevention inspections and pre-fire planning activities.
- Supervises and may participate in fire investigation activities at fire scenes.
- Conducts inspections of buildings and installations for fire hazards and fire safety systems, as required by state law and District ordinances.
- Coordinates fire scene investigations and obtain and preserves evidence.
- Assigns personnel to equipment and oversees the maintenance of fire stations, equipment, and apparatus.
- Supervises the ordering, repair, testing, and maintenance of station supplies and equipment.
- Administers and oversees the implementation of District rules, regulations, policies and procedures, memoranda of understanding (MOUs), and other applicable requirements.
- Assists with the preparation and administration of the District's budget.
- Operates computers and maintains accurate daily activity logs, incident reports, station records, and other periodic or specialized records, including training, inspections, and hydrant maintenance.

- Participates in public relations activities, including demonstrations and presentations related to fire prevention and safety procedures.
- Supervises and evaluates crews assigned to them for the shift.
- Counsels and disciplines employees professionally and in accordance with District policies and procedures.
- Performs the duties of a higher classification when assigned.
- Performs non-shift administrative or fire prevention duties as assigned.
- Administers basic and advanced life support emergency medical care.
- Operates defibrillation equipment.
- Performs other duties as assigned.

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 five (5) years' experience as a full-time paid firefighter on a recognized fire department
- Minimum of two (2) cumulative years of being compensated as a rated Engineer and currently in a non-probationary status.
- Satisfactory or above on last performance evaluation and not currently on a performance plan.

CERTIFICATION REQUIREMENT (BY TIME OF APPOINTMENT):

Applicants must satisfy one of the two California State Fire Marshal (CSFM) pathways below by the time of appointment.

PATHWAY 1	PATHWAY 2
Company Officer Coursework Complete all of the following CSFM requirements: • Company Officer 2A - Human Resources Management • Company Officer 2B - General Administrative Functions • Company Officer 2C - Fire Inspections and Investigations • Company Officer 2D - All-Risk Command Operations • Company Officer 2E - Wildland Incident Operations • Instructor 1: Instructor Methodology • CSFM Fire Fighter 2 (FF2)	Legacy Fire Officer Coursework For candidates who completed the legacy CSFM course sequence before January 1, 2017. Complete all eight Fire Officer courses below: • Fire Command 1A or Command 1A • Fire Command 1B • Fire Instructor 1A or Training Instructor 1B • Fire Instructor 1B or Training Instructor 1A • Fire Investigation 1A • Fire Management 1 • Fire Prevention 1A or Fire Prevention 1 • Fire Prevention 1B or Fire Prevention 1 • ICS 300 ADDITIONAL REQUIREMENT: ICS 300

Proof of completion is required, and certificates 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 submitted by the application deadline.

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 examination process. All documents must be submitted together via email, no later than **August 12, 2026, at 16:00**.

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

FIRE CAPTAIN PROMOTIONAL

ORIENTATION & STUDY GUIDE

STUDY MATERIALS

#	STUDY MATERIAL	ONLINE RESOURCE
1	IFSTA Fire and Emergency Services Company Officer - 6th Edition	
2	Knowledge of Firefighter Bill of Rights (FFBOR)	
3	Central Zone Operational Policies and Procedures	Heartland Fire
4	San Diego County Operational Area Policies and Procedures	SD Operational Area
5	General use knowledge of the Field Operations Guide ICS 420-1, 2022	FIREScope FOG
6	General use knowledge of the 2024 Emergency Response Guidebook	PHMSA ERG 2024
7	General use knowledge of the Incident Response Pocket Guide "IRPG" - January 2025	DNR IRPG PDF
8	San Miguel Fire & Rescue District Website	District Website
9	San Miguel Fire & Rescue Procedural Exam Guide - Captain	



San Miguel Fire & Rescue Classification Profile

Position Title	Captain Paramedic
Summary of Duties	Under general direction of a Battalion Chief, supervises and oversees the operation of a fire company and/or fire station in accordance with District rules, regulations, policies, and procedures. Supervises and may participate in operations involving personnel and equipment at the scene of emergencies including fire suppression, emergency medical services and/or other emergencies; assesses the situation and administers basic and advanced life support treatment to patients; conducts or oversees the conduct of fire safety inspections and fire investigations; and performs related work as required. May be assigned as Fire Marshal.
Essential Functions <i>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>	• Respond to alarms as directed. • Supervises personnel and make decisions regarding actions to be taken and the need for additional assistance, ensures and participates in the protection of life and property. • Schedule and direct training and drill activities for station personnel in all phases of firefighting, rescue and first aid consistent with District programs and policies. • Oversee or personally conduct fire prevention inspections and pre-fire planning activities. • Supervise and may participate in fire investigation activities at fire scenes and the inspection of buildings and installations for fire hazards and fire safety systems as required by State law and District ordinances. • Coordinate fire scene investigations, obtains and preserves evidence at a fire scene. • Assigns personnel to equipment and responsible for overseeing maintenance of fire station, equipment, and apparatus. • Supervises the ordering, repair, testing, and maintenance of station supplies and equipment. • Administer and oversee implementation of District rules, regulations, policies and procedures, memoranda of understanding (MOU's) and other regulations. • Assists with preparation and administration of District budget. • Operate computers maintain an accurate log of daily activities, maintain accurate reports of all incidents, maintain station records and other periodic and special activity records such as training, inspections, and hydrant maintenance. • Participate in public relations activities involving demonstrations and interpretation of fire prevention and safety procedures. • Supervise and evaluate safety and/or non-safety employees. • Counsel and discipline employees in professional manner according to district policies. • Be prepared to perform the duties of a higher classification when assigned. • Perform non-shift administrative or prevention duties as assigned. • Administers basic and advanced life support emergency medical assistance. • Operates defibrillation equipment. • Performs other duties as assigned.

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. A typical way to obtain the knowledge and abilities would be: Five (5) years full-time, paid firefighting experience with San Miguel Consolidated Fire District including experience as an Engineer or successful completion of Engineer's examination; educational achievement equivalent to graduation from high school supplemented by 30 units of college level fire science, supervision, management, and general education courses; A California State Fire Officer Certification and an AA/AS degree in fire science or related field are highly desirable.
Knowledge, Skills, and Abilities <i>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>	• The principles and practices of firefighting • Advanced life support • Fire equipment and apparatus • Fire prevention and safety principles • Fire protection systems • Fire hazards common to places of public assembly • Manufacturing and commercial buildings • State and local fire codes • Good verbal and written communication techniques • Principles of supervision and leadership • Direct the work of others under the stress of emergency situations • Work independently in assigned areas of responsibility • Administer District rules, regulations, policies, and procedures • Recognize fire hazards common to places of public assembly, manufacturing, and commercial buildings • Plan, schedule, lay out and direct the work of others • Maintain effective discipline and morale • Establish and maintain effective working relationships with District personnel, other fire agencies, outside agencies, and the general public • Engage in moderate to strenuous physical activity • Train, supervise, develop, and evaluate employees • Use good verbal and written communication skills • Use computers and computer programs that assist in the accomplishment of assigned tasks
– 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. Fire Prevention assignment may require completion of PC 832 course
– Physical Condition	Captain 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.



San Miguel Fire & Rescue Classification Profile

Position Title	Fire Captain
Summary of Duties	Under general direction of a Battalion Chief, supervises and oversees the operation of a fire company and/or fire station in accordance with District rules, regulations, policies, and procedures. Supervises and may participate in operations involving personnel and equipment at the scene of emergencies including fire suppression, emergency medical services and/or other emergencies; assesses the situation and administers basic and advanced life support treatment to patients; conducts or oversees the conduct of fire safety inspections and fire investigations; and performs related work as required. May be assigned as Fire Marshal.
Essential Functions <i>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>	• Respond to alarms as directed. • Supervises personnel and make decisions regarding actions to be taken and the need for additional assistance, ensures and participates in the protection of life and property. • Schedule and direct training and drill activities for station personnel in all phases of firefighting, rescue and first aid consistent with District programs and policies. • Oversee or personally conduct fire prevention inspections and pre-fire planning activities. • Supervise and may participate in fire investigation activities at fire scenes and the inspection of buildings and installations for fire hazards and fire safety systems as required by State law and District ordinances. • Coordinate fire scene investigations, obtains and preserves evidence at a fire scene. • Assigns personnel to equipment and responsible for overseeing maintenance of fire station, equipment, and apparatus. • Supervises the ordering, repair, testing, and maintenance of station supplies and equipment. • Administer and oversee implementation of District rules, regulations, policies and procedures, memoranda of understanding (MOU's) and other regulations. • Assists with preparation and administration of District budget. • Operate computers maintain an accurate log of daily activities, maintain accurate reports of all incidents, maintain station records and other periodic and special activity records such as training, inspections, and hydrant maintenance. • Participate in public relations activities involving demonstrations and interpretation of fire prevention and safety procedures. • Supervise and evaluate safety and/or non-safety employees. • Counsel and discipline employees in professional manner according to district policies. • Be prepared to perform the duties of a higher classification when assigned. • Perform non-shift administrative or prevention duties as assigned. • Administers basic and advanced life support emergency medical assistance. • Operates defibrillation equipment. • Performs other duties as assigned.

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– Licenses & Certifications	• Possession of a valid Class C license with a Firefighter endorsement after two years of service • Possession of a State of California Emergency Medical Technician (EMT) Certification • Accreditation as an Emergency Medical Technician (EMT) in the County of San Diego • Advanced Cardiac Life Support Certificate. Fire Prevention assignment may require completion of PC 832 course
– Physical Condition	Captain 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.