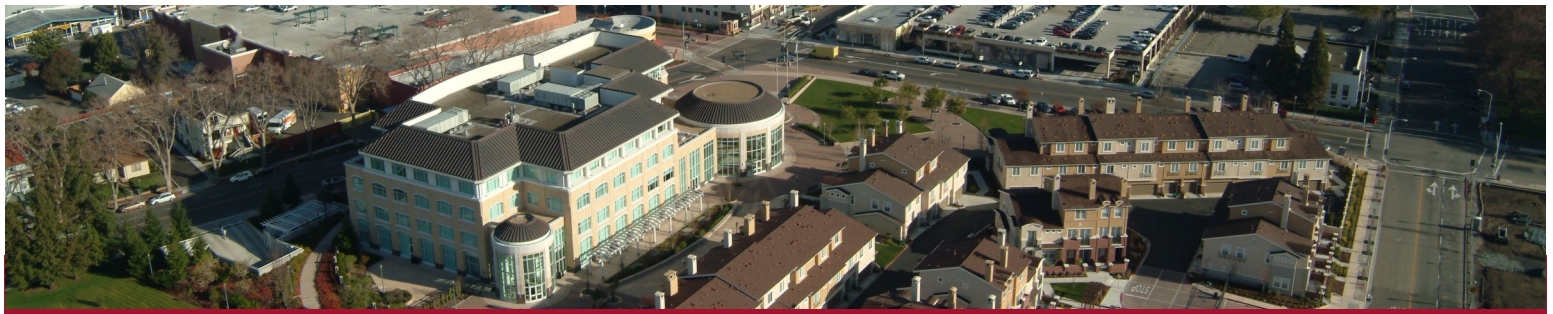




THE CITY OF HAYWARD is recruiting for (LATERAL) FIREFIGHTER/PARAMEDIC AND FIREFIGHTER/PARAMEDIC TRAINEE

DEADLINE TO APPLY:

(Lateral) Firefighter/Paramedic
Monday, August 31, 2026 at 5:00 PM

Firefighter/Paramedic Trainee
Monday, August 31, 2026 at 5:00 PM

Candidates are encouraged to apply online at:
www.governmentjobs.com/careers/haywardca
or by clicking [here](#).

COMPENSATION:

Monthly Salary

(Lateral) Firefighter/Paramedic
\$11,742 - \$14,280

Firefighter (Paramedic) Trainee
\$10,172 - \$10,680

Plus excellent benefits package:
See the 2026 Benefit Summary
on the City's Human Resources
webpage for more details.

THE POSITION

The City of Hayward is conducting a recruitment process for the hiring of 9-15 (Lateral) Firefighter/Paramedic or Firefighter/Paramedic Trainee positions. The successful will work a 48/96 work schedule responding from one of Hayward's nine fire stations.

The positions responds to emergency alarms, lays lines, and directs streams of water and other extinguishers; carries and sets up ladders, ventilate buildings, and rescues persons and animals. The Firefighter/Paramedic attends to victims in emergency situations using paramedic techniques; administers drugs; gives injections; starts intravenous solutions; takes and monitors vital signs; as prescribed by Alameda County protocols.

The **(Lateral) Firefighter /Paramedic** must successfully complete an 8-week introductory academy and a probationary period of twelve (12) months upon successful completion of the academy.

The **Firefighter/Paramedic Trainee** must successfully complete a 20-week Firefighter I and Firefighter II academy and a probationary period of twelve (12) months upon successful completion of the academy.

THE DEPARTMENT

The Hayward Fire Department responds out of nine fire stations and operates with 9-engine companies, 2-truck companies and staffs wildland engines, a technical rescue, open water rescue, and an Aircraft Rescue and Firefighting (ARFF) apparatus.

The City of Hayward is an Equal Opportunity Employer.

(LATERAL) FIREFIGHTER/PARAMEDIC AND FIREFIGHTER/PARAMEDIC TRAINEE

LATERAL FIREFIGHTER/PARAMEDIC

MINIMUM QUALIFICATIONS

- Must be at least 18 years old at the time of the initial oral interview
- Equivalent to completion of the 12th grade.
- Class "C" California Driver's License upon completion of the Fire Academy.
- Lateral Firefighter must be currently employed with at least 6 months paid experience in a department that is similar in size and response capabilities of the Hayward Fire Department.
- Current California Paramedic License with valid - CPR/BLS/HCP (Health Care Provider Level) by start of fire academy, Advanced Cardiac Life Support (ACLS) certification, Pediatric Advanced Life Support (PALS), Pre-Hospital Trauma Life Support (PHTLS) or International Trauma Life Support (ITLS) certifications.

FIREFIGHTER/PARAMEDIC TRAINEE

MINIMUM QUALIFICATIONS

- Must be at least 18 years old at the time of the initial oral interview
- Equivalent to completion of the 12th grade.
- Class "C" California Driver's License upon completion of the Fire Academy.
- Current California Paramedic License with valid - CPR/BLS/HCP (Health Care Provider Level) by start of fire academy, Advanced Cardiac Life Support (ACLS) certification, Pediatric Advanced Life Support (PALS), Pre-Hospital Trauma Life Support (PHTLS) or International Trauma Life Support (ITLS) certifications.

Certification documents will not be accepted at the time of application. Candidates will be asked to submit proof of certification at the Selection Interview.

THE EXAMINATION AND SELECTION PROCESS

Application Procedure: All candidates must submit a completed job application online at www.hayward-ca.gov or by clicking [here](#).

Written Exam: The FCTC written exam will be used and the candidate must be on the current Firefighter Candidate Testing Center's Statewide Eligibility list.

Physical Performance Test:

All candidates must successfully pass all components of the Hayward Fire Department physical performance test. Practice and test dates are tentatively scheduled for the month of September.

Qualifying Interview: Candidates will be interviewed by a qualifications appraisal panel to determine ranking on the (Lateral) Firefighter and Firefighter Trainee Eligibility Lists. Candidates must achieve a score of 70% or better to be placed on the respective list.

Selection (Chiefs) Interview: Candidates will be interviewed by a qualifications appraisal panel comprised of Chief Officers and the Union President.

Comprehensive Background Investigation: Includes personal history, prior job performance and activities that may negatively affect job performance.

Medical Examination

Successfully climb an aerial ladder.