

TIBURON FIRE PROTECTION DISTRICT

FIREFIGHTER-TRAINEE RECRUITMENT 2025/26

Application Filing Period closes on October 31, 2025, at 5:00pm

FIREFIGHTER-TRAINEE RECRUITMENT

The Tiburon Fire Protection District is seeking highly energetic and motivated individuals for the entry-level position of Firefighter-Trainee. Upon successful training, Firefighter-Trainees are assigned to Type I Engine Company, Fireboat as a Deckhand, ALS Ambulance as an EMT/Operator, and Type III Engine Company with deployments throughout the State. The District maintains staffing of up to 6 Firefighter-Trainees who, if qualified, may be eligible for promotion to full-time career employment when staffing vacancies occur. Firefighter-Trainees receive training in all-risk fire service operations, building knowledge and skills for successful careers in the fire service. Firefighter-Trainees are expected to progressively develop the ability to exercise initiative and independent decision-making, personal and professional development, and to carry out all instructions, directives and lawful orders.

FIREFIGHTER-TRAINEE – COMPENSATION & BENEFITS

SALARY: \$53,736 ANNUALLY

- Assigned a 48/96 shift schedule following 12-week Academy training
- PERS 2.7% @ 57
- Healthcare Benefit Allowance of \$864 max./mo.
- Uniforms reimbursed to \$500
- In-station gyms/saunas
- Health club gym/pool/sauna/steam room
- Access to yoga classes
- Class Training Budget of \$2,000/year

SELECTION PROCESS

Applicants are required to submit a resume and application. Applications will be reviewed according to the criteria contained in this flier as well as applicable experience to the District. The selection process may include application-screening, oral and written examination, background investigation, medical and physical evaluations.

Application Filing Period closes on October 31, 2025, at 5:00pm

- APPLICATION REVIEW** **November 1, 2025 – November 3, 2025**
 - Application review. Invitations sent for oral interview examination
 - All properly completed applications will be reviewed - the review process is based on training, education and experience, which will best benefit the needs of the District. Based on the number of applications received, not all applicants will be invited to interview
- ORAL INTERVIEWS & SELECTION INTERVIEW** **Week of November 10, 2025**
 - Oral interview examination and Fire Chief's interviews will be conducted
- BACKGROUND INVESTIGATION & MEDICAL EXAMINATION** **must be completed by December 31, 2025**
 - Submit a Personal History Statement & begin background check process
 - Physical exam and all applicable evaluations get scheduled
- START DATE** **February 2026 (TBD)**
 - New recruits will be assigned to a 48/96 shift schedule after successful completion of a 12-week academy

*Typical academy schedule: 40-hour weeks, M-F

TIBURON FIRE PROTECTION DISTRICT

FIREFIGHTER-TRAINEE RECRUITMENT 2025/26

MINIMUM QUALIFICATIONS:

- 18 years of age at time of interview
- High School Diploma or equivalent
- Valid CA Driver License
- CA State EMT or EMT- Paramedic License; completion of National Registry may be considered
- CPAT card dated **after** January 1, 2025*
- CA FF1 or proof of FF1 Academy enrollment with completion by December 31, 2025

***If your CPAT card is dated prior to January 1, 2025, you MUST submit proof of registration with your name & registration date to renew with your application. A valid CPAT card must be submitted prior to start of employment.**

DESIRABLE QUALIFICATIONS:

- Firefighting and EMS experience
- Experience in the Trades

EXPECTATIONS OF CANDIDATES:

- Ability to learn firefighting tactics, Marin County EMS protocols, and reliably execute routine tasks
- Ability to proficiently operate and maintain District apparatus and equipment
- Ability to act effectively in emergency situations and interact professionally with public
- Ability to understand and follow orders, verbal instructions and written instructions
- Ability to communicate clearly and effectively
- Ability to maintain respectful relationships within a group-living environment
- Ability to do strenuous physical activity for extended periods of time

HOW TO APPLY:

Applications are available on Tiburon Fire Protection District's website: www.tiburonfire.gov

A complete application packet MUST include ONLY the following items (do not include copies of any additional certifications):

- Completed application
- 1 page resume
- High School Diploma or equivalent
- Valid CA Driver License
- Valid CA EMT or EMT-P License; completion of National Registry may be considered
- CPAT card dated after January 1, 2025*
- CA FF1 or proof of FF1 Academy completion by December 31, 2025

Additional licenses and certifications may be listed in the training section of the application.

Applications will be accepted via email to jobs@tiburonfire.org.

OR

Submitted by drop off or mail to the address listed below. Application packets must be received prior to the close of the application period and **INCOMPLETE application packets will not be considered.**

Tiburon Fire Protection District
ATTN: FF-Tr Applications
1679 Tiburon Blvd. Tiburon, CA 94920

QUESTIONS:

Send all application questions to:
jobs@tiburonfire.org

Please do not call the station for questions related to applications.

Station visits: TBD if you are invited to interview.

Timelines may be subject to change