

# TIBURON FIRE PROTECTION DISTRICT

## FIREFIGHTER-TRAINEE RECRUITMENT 2024/25

**Application Filing Period: November 18, 2024, at 9:00am to December 23, 2024, at 12:00pm**

### **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 or Rescue Swimmer (as qualified), ALS Ambulance as an EMT/Operator, and Type III Engine Company with deployments throughout the State. The Firefighter-Trainee is an at-will employee who will receive an annual benchmark evaluation for continuation of employment of their position. The District maintains staffing of up to 6 Firefighter-Trainees who may be eligible for promotion to full-time career employment upon staffing vacancies. 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 - DESCRIPTION & COMPENSATION**

#### **SALARY: \$50,700 ANNUALLY**

- As a member of an all-risk engine company, respond to emergency incidents including structure fires, wildland fires, vehicle accidents, medical emergencies, rope rescues, water rescues, HAZMAT, and other calls for service
- Firefighter-Trainees are evaluated annually for performance and continued employment in assigned position

- Assigned a 48/96 shift schedule following initial abbreviated internal Academy training

#### **BENEFITS (subject to eligibility requirements)**

- PERS 2.7% @57
- Medical \$864 maximum per month
- 96 hours of vacation annually
- Uniforms reimbursed to \$500

### **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.

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#### ● **APPLICATION REVIEW**

**December 26, 2024 – December 31, 2024**

- 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 January 6, 2025**

- Oral interview examination and Fire Chief's interviews will be conducted

#### ● **BACKGROUND INVESTIGATION & MEDICAL EXAMINATION**

**January through March 2025**

- Submit a Personal History Statement & begin background check process
- Physical exam and all applicable evaluations get scheduled

#### ● **START DATE**

**Expected April 2025 (TBD)**

- New recruits will be assigned to an internal fire academy as orientation to District operations

\*Academy schedule: 80 hrs. assigned as two 40-hour weeks, M-TH, 0700-1700 hrs. - subject to change

# TIBURON FIRE PROTECTION DISTRICT

## FIREFIGHTER-TRAINEE RECRUITMENT 2024/25

### MINIMUM QUALIFICATIONS:

- 18 years of age at time of interview
- High School Diploma or equivalent
- CA Driver License
- CA State EMT or EMT- Paramedic License; completion of National Registry may be considered
- CPAT card dated **after** January 1, 2024\*
- CA FF1 or proof of FF1 Academy completion by December 31, 2024

**\*If your CPAT card is dated prior to January 1, 2024, 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
- College Fire Science coursework
- NWCG Firefighter Type 2

### 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.org](http://www.tiburonfire.org)

**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, 2024\*
- CA FF1 or proof of FF1 Academy completion by December 31, 2024

Incomplete applications may not be considered for review. You may list additional qualifications and certifications under the TRAINING section on your application.

Applications will be accepted at District headquarters:  
1679 Tiburon Boulevard, Tiburon, CA 94920

**OR**

Submitted by mail to the address listed below and received prior to the close of the application period

**\*emailed applications will NOT be accepted\***

Tiburon Fire Protection District  
Attn: Applications  
1679 Tiburon Blvd. Tiburon, CA 94920

### **QUESTIONS:**

**Send all application questions to:**  
[jobs@tiburonfire.org](mailto: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**