

## FIREFIGHTER-TRAINEE RECRUITMENT

The District is seeking highly energetic and motivated candidates for the entry-level position of Firefighter-Trainee. Under supervision, the Firefighter-Trainee is expected to function as an integral part of the engine company. While this is a 12-month training program, the majority of our Firefighter-Trainees successfully obtain full-time career positions with our District or with other agencies. Incumbents are expected to exercise initiative and some independent decision making in assigned work details and to carry out all instructions, directives and lawful orders, and participate in District training activities.

### TIBURON FIRE PROTECTION DISTRICT FIREFIGHTER-TRAINEE

**SALARY: \$42,132 ANNUALLY**

**BENEFITS:** *Subject to eligibility requirements*

- Promoting an understanding of basic firefighting methodology for individuals seeking to become career firefighters
- The Firefighter-Trainee is a 12-month term position with an annual evaluation and potential for consecutive term renewal(s). Trainees work the same 48/96 shifts as career employees
- PERS 2.7% @57
- Medical \$664 maximum per month
- 96 hours of vacation annually
- Uniforms reimbursed to \$500

### SELECTION PROCESS

Applicants shall submit a resume and application. Applications will be reviewed, in part, according to the criteria contained in this brochure. The application period will close on January 16, 2020 at 12:00pm. The selection process may include: application screening, oral and written examination, background investigation, medical and physical evaluations.

- **Week of January 27, 2020**
  - Applicants that most meet the District's needs will be invited to participate in the oral interview examination process and a Fire Chief's interview
- **Week of February 3, 2020**
  - Selected candidate(s) shall submit a Personal History Statement to the Fire Chief and prepare all required documents for submittal to assigned background investigator.
  - Successful candidate(s) will be offered a position subject to a physical exam, drug screen and psychological evaluation
- **Start date Spring 2020: TBD**
  - It is anticipated that new recruits will be required to participate in a fire academy for approximately 3-4 weeks in Spring of 2020.

## Qualifications

### Minimum Qualifications:

- 18 years of age
- High School Diploma (or equivalent) or higher
- Must possess a valid CA driver's license at time of application
- Must possess a valid CA EMT or EMT-Paramedic card at time of application
- Must possess a valid CPAT card successfully completed in 2019/20 at time of application (see "How to Apply" for further information)



### Tiburon Fire Protection District

### Desirable Qualifications:

- CA Firefighter I or Academy graduate
- Current firefighting and EMS experience
- College Fire Science studies
- NWCG Firefighter Type 2

### Knowledge, Skills and Abilities:

- Ability to learn firefighting tactics and EMS techniques
- Ability to learn the operation and maintenance of equipment
- Ability to act calmly and effectively in emergency situations
- Ability to understand and follow oral and written instructions
- Ability to communicate effectively
- Ability to maintain harmonious relationships with others in a group-living environment
- Ability to do strenuous physical activity for extended periods of time

### The District:

The Tiburon Fire Protection District was formed in 1941 and is a combination department with 24 career and 12 volunteer firefighters under the direction of Chief Richard Pearce. The District has three shifts with a Battalion Chief, Captain, Lieutenant, Engineer, 3 Firefighters and 2 Firefighter-Trainees per shift working a 48/96 schedule; at least one member per shift is a licensed paramedic.

The District provides emergency response, fire prevention and public education to a 6 square mile area. Annually, the District responds to approximately 1700 emergency incidents utilizing a modern fleet of emergency response apparatus including 2 Type I engines, 1 Type III engine, a medium rescue, a Moose fireboat and an ambulance. The District belongs to the Southern Marin Emergency Paramedic System, a JPA that provides ALS treatment and transportation to the residents of the Southern Marin area.

### The Community:

The Tiburon Fire Protection District is located in southern Marin County. We are bordered by the Richardson Bay, San Francisco Bay, and Angel Island State Park. We serve the communities of Tiburon, Belvedere, and parts of unincorporated Marin County. Our citizens enjoy spectacular views of the Mount Tamalpais and Angel Island State Parks, the Golden Gate National Recreation Area, and the Richmond-San Rafael, Golden Gate, and Bay Bridges.



## How to Apply

Applications are available on Tiburon Fire Protection District's website:

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

A resume (2-page maximum) and application are required (letter of intent optional). You must include documentation of the minimum qualifications as listed under "Qualifications" on this flyer. List "Desired", and any additional, qualifications under "Training" on Pg. 4 of the application but do NOT include copies of certifications, classes or licenses other than what meets the stated minimum qualifications.

Applications will be accepted at District headquarters: 1679 Tiburon Boulevard, Tiburon, CA 94920, beginning 9:00am December 16, 2019. For applications sent by USPS/FedEx/UPS to be considered, the application must be received prior to the application filing deadline on January 16, 2020 at 12:00pm.

Valid CPAT cards will have a successful completion date in 2019/20. If your CPAT card is dated prior to January 1, 2019 you MUST submit proof of registration for renewal, and successfully renew, prior to date of hire. No exceptions.

**Please do not call the station regarding application questions.**

PLEASE SUBMIT ALL INQUIRIES TO:

[jobs@tiburonfire.org](mailto:jobs@tiburonfire.org)

If you are selected for the oral examination process, you may schedule a station visit week of January 27, 2020. Visits are by appointment only. Call (415) 435-7200 during normal business hours, Monday through Friday 9:00 AM to 5:00 PM, to schedule a visit.

**Timelines may be subject to change.**