



CAMBRIA COMMUNITY SERVICES DISTRICT

POSITION SPECIFICATION

Position	Firefighter
Organization	Cambria Community Services District
Location	Cambria, California
Reports to	Fire Captain
Website	www.cambriacsd.org

DEFINITION

Under the supervision of a company officer, the Firefighter performs skilled work in fire suppression, emergency medical services, rescue, and fire prevention. The role keeps apparatus, equipment, and facilities in a constant state of readiness and participates in ongoing training and physical fitness. In a coastal WUI community, firefighters also respond to ocean and surf emergencies. Firefighters support community risk reduction and public education. The position typically serves as part of a three or four-person engine company when staffing permits.

SHIFT SCHEDULE

Firefighters work a 48/96 shift schedule. Shifts include nights, weekends, and holidays. Participation in training events is required. All personnel are responsible for 100% of the material covered at training drills and will be held accountable for that information, including new policies, procedures, and standard operating guidelines. Personnel must be available for out-of-county and mutual-aid assignments when deployed.

EMPLOYMENT STATUS/UNION

Firefighters are full-time employees of the Cambria CSD Fire Department and will be IAFF Cambria Local 4635 union members and covered by the IAFF Cambria Local 4635 M.O.U.

ESSENTIAL DUTIES AND RESPONSIBILITIES

- Emergency Response (Fire/Rescue): Advance hose lines, operate nozzles, perform search, ventilation, forcible entry, salvage, and overhaul. Conduct wildland/WUI operations and special rescues (ocean/surf, low and high-angle, helicopter operations, vehicle extrication) in IDLH conditions with full PPE and SCBA, using the ICS system.
- Emergency Medical Care: Provide BLS (EMT) or ALS (Paramedic) within certification and SLO EMSA protocols. Complete PCRs and assist with patient movement and transport.
- Coastal/Ocean Rescue: Conduct swimmer rescues, watercraft incidents, and shoreline medical calls. Coordinate with air/hoist or marine resources when trained and assigned.
- Hazard Mitigation & HazMat: Identify and mitigate hazards such as gas leaks, downed lines, and spills.

Operate at the HazMat First Responder Operational level and support specialized teams.

- Apparatus/Equipment/Station Readiness: Perform daily and weekly checks. Clean and service tools, hose, SCBA, and medical kits. Assist with routine apparatus maintenance and maintain station and grounds in clean, mission-ready condition.
- Documentation & Communication: Complete incident reports, PCRs, training records, inspection and pre-plan forms, and exposure records. Provide accurate pass-downs.
- Training & Fitness: Participate in drills (fire, EMS, rescue, driver training). Complete monthly training and probationary task-book items. Study and apply SOGs, policies, and updates. Maintain duty fitness.
- Prevention & Risk Reduction: Assist with inspections, hydrant checks as needed, pre-incident plans, and vegetation management/defensible-space education.
- Public Education & Outreach: Support station tours, school and business presentations, and community events.
- Professionalism & Customer Service: Serve residents and visitors with courtesy and integrity. Work effectively as part of a small team.
- Other Duties: Contribute to station projects and committees. Serve as a relief driver/engineer or in limited acting roles when qualified and authorized. Other duties as needed.

MINIMUM REQUIREMENTS

- High School Graduate or equivalent.
- United States citizen or legal right to remain in the United States.
- Hazardous Materials First Responder Operational certified.
- Valid California driver license and proof of insurance (Applicants who do not possess the required DMV license, or CPR certification may be admitted to the testing process but must possess the required license or certification prior to being appointed.)
- Must possess California State Fire Marshal Firefighter I certification.
- Must possess a valid California Emergency Medical Technician (EMT) certification at the time of appointment. Applicants who are not currently licensed as a California Paramedic must obtain California Paramedic licensure and San Luis Obispo County Paramedic accreditation prior to successful completion of the probationary period. Failure to obtain and maintain these qualifications shall result in failure to complete probation and may result in separation from employment.

Some minimum requirements may be waived upon substantial demonstration and documentation of substitute fulfillment.

EMERGENCY MEDICAL CERTIFICATION REQUIREMENTS

Applicants who possess a valid California Emergency Medical Technician (EMT) certification, but do not hold a Paramedic license, are eligible for appointment as a Firefighter. Such employees must obtain California Paramedic licensure and San Luis Obispo County Paramedic Accreditation, at their own expense and without financial assistance from the District, within four (4) years of appointment. Employees hired under this provision shall remain on probationary status until these requirements have been successfully completed, and the probationary period may be extended up to a maximum of four (4) years.

PHYSICAL FITNESS REQUIREMENTS

Applicants must successfully complete the Cambria Fire Department Physical Agility Test and demonstrate the ability to swim safely and effectively, as determined by Department standards, due to the Department's response responsibilities involving ocean and water rescue incidents.