



JOB ANNOUNCEMENT

FIRE CAPTAIN

VALLEY CENTER FIRE PROTECTION DISTRICT



The Valley Center Fire Protection District will be holding an Internal/Lateral Fire Captain examination. Exam dates to be determined once all applications are submitted. Testing Process includes resume review, command and control simulations, and Chief's oral interview. Please email to amy@vcfpd.org or mail to 28234 Lilac Rd. Valley Center, CA 92082. Include completed applications and resumes with proof of minimum qualifications attached to the District no later than 5 pm, August 15, 2025.

COMPENSATION AND BENEFITS:

- Job Status: Full-Time 48 / 96 Shift Schedule
- Annual Total Compensation \$107,093.80- \$115,491.66 (includes salary, health care stipend, and holiday pay)
- Paid Sick Leave, Bereavement, Vacation Accrual and Comp Time (48 hours max)
- Employee Deferred Compensation (457b) Program - Employee Contribution
- Employee Contribution: 457b ROTH
- District Employer Contribution: 401a retirement plan
- Employee Tax Exempt Flexible Spending Program (FSA) for authorized childcare and medical expenses
- District Employer Contribution: Health, Eye and Dental Care
- District Employer Paid: Short Term Disability and Life Insurance

**Annual Compensation above includes mandated pay in accordance with FLSA*

DESCRIPTION:

Under the supervision of the Division Chief – Emergency Operations, supervises activities of the emergency units assigned; performs supervisory and technical work in fire suppression, emergency rescue, hazardous materials, fire inspection and code enforcement, training activities and emergency medical services; conducts public education and relations activities; performs all the duties of a Fire Engineer, Firefighter, EMT or Paramedic (as qualified); and other related duties as assigned.

ESSENTIAL FUNCTIONS:

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

EXAMPLE OF DUTIES:

- Plan, organize, direct and control the employees assigned to the station to meet the required objectives which they may have been charged with the authority and responsibility to implement.
- Continually upgrade my own skills and abilities. Responsible for training subordinates in skills required to combat emergencies. Establish a program of drills for all personnel to maintain proficiency.
- Assist the professional development of subordinates through mentorship, training and counselling. Conducts performance evaluations and administers corrective action in accordance with policy.
- Responsible for seeing that all facilities and grounds are maintained in a safe, sanitary and well-groomed condition at all times.
- Responsible for suppressing all fires in a safe, skilled and professional manner. All First-In Company Grade Officers/Captains are responsible for acting as Incident Commanders and must establish strategy and tactics for resolving the situation. Must implement personnel and equipment to accomplish objectives.

- Establish an information program with staff influence. Have an aggressive education program.
- Responsible for seeing that all automotive and fire equipment is maintained according to required schedules and ready to respond to all emergencies.
- Responsible for seeing that all incident reports, station log, and all other required periodic reports are clear, comprehensive and meet deadlines.

KNOWLEDGE OF:

Principles, practices and procedures of modern firefighting and protection of life and property. Operation of apparatus and equipment. Rules, regulations and operational procedures of the Valley Center Fire Protection District in modern firefighting operations. Supervision and evaluation of employee development and training, emergency medical care, local geography, including the location of water sources, hazard areas, and specific response areas of the District. Knowledge of County Emergency Plans and local response areas.

SKILLS & ABILITY TO:

Communicate oral and written instructions in English under stress, making sound decisions. Effectively direct personnel. Establish and maintain cooperative working relationships with superiors, peers, subordinates and public assistance agencies.

PHYSICAL CHARACTERISTICS:

While performing the duties of this job, the employee is frequently required to use hands to handle, finger, or feel objects, tools or controls. The employee is occasionally required to stand, walk, sit or reach with hands and arms, climb or balance, stoop, kneel, crouch, crawl, jog or run.

The employee must occasionally lift and/or move up to 65 pounds without assistance and up to 300 pounds with assistance. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and the ability to adjust focus.

The employee must have the ability to: drive vehicles, operate a personal computer, read small print on documents and maps, detect subtle shades of color, hear and speak well enough to communicate over the telephone, radio and in person at distances up to 50 feet over noise of equipment; must be physically fit enough to carry fire equipment as needed, walk over rough terrain, climb hills, open and close heavy gates, load and unload vehicles, and work outdoors for long periods of time in all types of weather conditions; safely wear and work in personal protective equipment (PPE) and a self-contained breathing apparatus (SCBA) without medical or physical restrictions.

While performing the duties of this job the employee occasionally works outdoors, which may include occasional exposure to wet, humid, hot, and inclement weather conditions. The employee may work near moving mechanical parts, under hazardous, life-threatening conditions, such as, but not limited to, heights, confined spaces, temperature extremes, crowds, loud noises, limited visibility, the presence of hazardous materials, the presence of victims of death and/or dismemberment. The employee must work effectively as a team member and/or leader of a fire company.

OTHER CHARACTERISTICS:

Must be willing and have the ability to work such hours as are necessary to accomplish the job requirements, remain awake for long periods of time (including 48 hour periods) under strenuous situations, remain on-call 24 hours a day, attend meetings, seminars, and conferences during or after work hours, travel out of town or out of state for several days at a time, work under adverse conditions such as those inherent in emergency firefighting situations, consistently follow through with duties/assignments and work harmoniously with subordinates and superiors, wear approved uniform. Report for work on a regular, consistent basis and maintain an acceptable attendance record in accordance with District policy.

MINIMUM QUALIFICATIONS:

Education and Experience: Possession of a high school diploma, G.E.D. equivalency or a high school proficiency certificate. Any combination of training, experience and education which demonstrates the ability to perform the duties of the position. Formal or informal education and/or training at a level which ensures the ability to perform mathematical computations and written reports at a level necessary for successful job performance. A minimum of five (5) years of full-time experience in the fire service (any rank).

Company Officer 2A: HR Management, Company Officer 2B: General Administrative Functions, Company Officer 2C: Fire Inspections and Investigations, Company Officer 2D: All-Risk Incident Command Operations, Company Officer 2E: Wildland

Incident Operations and Instructor I: Instructional Methodology, or equivalencies.

License: Possession of a valid Class C California Driver's License w/California Firefighter endorsement and current DL-546 on file.

Certification:

- California State Board of Fire Services Fire Officer certification, State Fire Training Company Officer Classes completed and able to open a State Fire Training task book (FF II, Company Officer 2A, 2B, 2C, 2D, 2E & Instructor I, or equivalencies)
- State of California EMT or Paramedic (with San Diego County Accreditation upon appointment)
- AHA Healthcare Provider CPR and/or AHA ACLS certification
- Hazardous Materials First Responder – Operational, CA-OES/CSTI or equivalent
- Hazardous Materials First Responder – Incident Commander, CA-OES/CSTI or equivalent
- National Wildfire Coordinating Group (NWCG) Introduction to Fire Behavior (S-190) course

HIGHLY DESIRABLE QUALIFICATIONS:

- California State Board of Fire Services Driver/Operator 1A & 1B certification, or prior Fire Engineer experience
- California Class A or B Commercial Driver's License
- Associates Degree in Fire Technology
- Bachelor's Degree in Public Administration, Fire Technology or related degree
- Blue Card 50-hour certification
- Blue Card 24-hour CTC certification
- Paramedic experience
- National Wildfire Coordinating Group (NWCG) Engine Boss qualification
- National Wildfire Coordinating Group (NWCG) Intermediate Fire Behavior (S-290) course
- National Wildfire Coordinating Group (NWCG) Followership to Leadership (L280) course
- National Wildfire Coordinating Group (NWCG) Fireline Leadership (L380) course
- California State Board of Fire Services Fire Instructor certification
- Community College Level Fire Service or Emergency Medical Teaching Experience
- California State Board of Fire Services Chief Officer certification

For additional information, including the job recruitment flier and application, please go to the Valley Center Fire Protection District website at www.vcfpd.org