



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.
- Possession of a valid San Luis Obispo County Paramedic Accreditation or Nationally Registered Paramedic certification (County Accreditation required within 6 months of appointment); OR possession of a valid Nationally Registered EMT or California Certified EMT certification. Current Health Care Provider CPR or equivalent.
- 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.

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