



CAMBRIA COMMUNITY SERVICES DISTRICT

POSITION SPECIFICATION

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

DEFINITION

Under the general direction of the Fire Chief, the Fire Captain is the working supervisor of this department. As part of a coastal response fire department, the Fire Captain is also expected to respond to ocean- and surf-related emergencies, including swimmer rescues, watercraft incidents, and shoreline medical calls. Responsible for performing and supervising company activities, including emergency response and safety, command and control, supervision, management, delegation, and prioritization; documentation and communication, station apparatus and equipment maintenance; training; fire prevention, vegetation management, and other life safety inspections; public education, public awareness; and other related work, tasks, and assignments as required.

SHIFT SCHEDULE

Fire Captains work a 48/96 shift schedule (48 hours on duty followed by 96 hours off), providing around-the-clock coverage. Shifts include nights, weekends, and holidays. Participation in all required training events is expected, and personnel must be available for out-of-area mutual aid assignments when deployed.

ESSENTIAL DUTIES AND RESPONSIBILITIES

- **Emergency Response:** Responds to and manages operations involving: Medical Emergencies, Rescues, Fires, Hazardous Situations, Hazardous Materials, Public Service Assistance, Mutual and Automatic Aid, and other operations as required. Insures that all policies and procedures that apply are followed and implemented, and that all proper safety equipment is used. Responsible for operations, investigations, and determinations at or during incidents. Supervises their company and other resources. Ability to act quickly and decisively during emergency situations.
- **Command and Control:** Captains are the primary working supervision level of this department. They are responsible for all personnel working with or for them. Determines

strategy and tactics and implements proper scene coordination and plan implementation at all operations. Utilize scene coordination procedures and implement and utilize the Standard Emergency Management System as the way to effectively organize operations. Responsible for ensuring that all department, district and other applicable policies or procedures are enforced.

- **Documentation and Communications:** Responsible for the proper completion and submittal of all required records, reports and other required documents. Prepares staff reports, compile statistics, and prepares and delivers employee performance evaluations. Ability to express ideas clearly and concisely, both orally and in writing. Responsible for effective and appropriate communications with all people they interact with. Since verbal communications are often misunderstood, it is vital that this and all forms of communications are clear, concise, and understood.
- **Station, Apparatus and Equipment Maintenance:** Responsible for maintenance and operational readiness of all district and departmental equipment. Responsible for insuring all equipment, apparatus and facilities are operational, serviced and maintained as required.
- **Training:** Ensure that personnel are trained to departmental operational levels. Maintain and ensure Company readiness, and compliance with Standard Operating Guidelines, and other operational, safety and training standards or policies. Plan, develop, and perform training for the department and its members. Organize and participate in physical fitness training, to maintain duty fitness and readiness.
- **Fire Prevention and Inspections:** Responsible for performing building, vegetation management/fire hazard reduction, and facility fire inspections, utilizing the adopted codes and ordinances. Responsible for Fire Prevention activities including public talks, group meetings, school functions, station tours and other prevention activities.
- **Public Education:** Responsible for planning, developing, and delivering public education programs for all types of events and groups. Responsible for school program, public education delivery as well as seniors and other groups. Responsible for providing education on all types of various public education topics, programs and safety measures.
- **Other Assigned Duties:** Performs other duties as needed, including but not limited to Fire Prevention Officer, Vegetation Management/Fuel Reduction Coordinator, Public Education coordinator, Apparatus and Equipment Manager, Special Project Coordinator, Rescue Manager, Emergency Medical Coordinator, and other assigned duties. May be required to act as Fire Chief or other assigned temporary position, in his or her absence.

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 (Applicants who do not possess the required EMT-1 or CPR certification may be admitted to the testing process, but must possess the required license or certification prior to being appointed.)
- Hazardous Materials First Responder Operational certified
- Valid California driver's license with Firefighter endorsement, Class B or higher, and proof of insurance. (Must have water tank and air brake endorsement on FF endorsement or Class B license.)
- Must have begun the State Fire Officer's Certification track
- 3 years firefighting experience with supervisory experience

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

DESIRABLE LICENSES, CERTIFICATES and QUALIFICATIONS:

- College graduate or holds a college degree preferably in fire science or other comparable course work
- Fire Officer certified
- EMT-1 Defibrillation certified
- Hazardous Materials First Responder Operational Decon, Technician or Specialist
- Rope, Rescue Systems 1 or Water Rescue
- Any other EMS, Fire, Hazardous Materials, Rescue, Wildfire or other appropriate certificates
- Computer literacy and type 25 words per minute