



**San Mateo Consolidated
Fire Department**

Invites your application for the positions of:

**Firefighter
and/or
Firefighter/Paramedic**



Closing Date: Sunday, July 12, 2026

An equal opportunity employer

San Mateo Consolidated Fire Department

The San Mateo Consolidated Fire Department (SMC Fire) commenced operations on January 13, 2019. The Fire Department is proud to serve the Cities of Belmont, Foster City and San Mateo as a Joint Powers Authority. The Department collectively has ten engines and two trucks operating out of nine fire stations. There are 164 full-time employees assigned to one of the following divisions: Administration, Community Risk Reduction, Training, Emergency Preparedness, Fire Operations and EMS. The Department serves nearly 164,000 residents daily with a daytime population around 230,000. Additionally, the department participates in a mutual aid program throughout the county, helping to serve a million people daily. The Department has a healthy collaborative atmosphere and encourages participation at all levels. For more information visit: www.smcfire.org.

Proudly Serving the Communities of

The City of Belmont

Belmont is home to approximately 27,000 residents. Known for its wooded hills, views of the San Francisco Bay and stretches of open space, Belmont is a quiet residential community in the midst of the culturally and technologically rich Bay Area. For more information about the City, visit Belmont's website at: www.belmont.gov.

The City of Foster City

Foster City is home to approximately 33,000 residents and a wide array of industry, including some of the bay area's elite businesses. Conveniently located midway between San Francisco and San Jose, Foster City prides itself on its well-planned neighborhoods, shopping centers, and a supreme quality of life. Foster City's temperate climate, diverse cultural attractions, beautiful parks, excellent school district and unique waterfront setting offer a quality of life that is unsurpassed. For additional information about the City, visit Foster City's website at: www.fostercity.org.

The City of San Mateo

San Mateo is a city of approximately 104,000 residents, strategically located midway between San Francisco and San Jose, and is within the Silicon Valley. One of the City's strengths is its diversity, both in the ethnic makeup and the physical development of the community. San Mateo has a vibrant business and retail environment with national and international businesses, two major shopping centers and an active downtown. The community values its historic and new residential neighborhoods and a recent major development added 1,500 new homes, 300,000 square feet of new retail and approximately 1.5 million square feet of commercial office space. For additional information about the City, visit San Mateo's website at: www.cityofsanmateo.org.

The Position

The Firefighter and Firefighter/Paramedic is responsible for combating fires, providing medical response and care for the sick or injured, protecting life and property, and operating and maintaining firefighting equipment and fire stations. The Firefighter and Firefighter/Paramedic will actively participate in fire prevention, code enforcement, public education, and training programs. Their probationary period as Firefighters will last eighteen months.



The Qualifications

Any combination of experience, education, and training that would likely provide the required knowledge, skills, and abilities is qualifying. A typical way to obtain the knowledge and abilities would be:

Experience, Education and Training:

- High School Diploma
AND/OR
- An associate degree from an Accredited College or sixty (60) semester units
AND/OR
- Two (2) or more years of verifiable work experience
AND/OR
- Two (2) years of active military service with an honorable discharge

License or Certificate:

- Valid California Driver's license or equivalent upon appointment.
- Valid EMT card or if a paramedic, proof of valid Paramedic Licensure (National Registry acceptable) by date of appointment

Knowledge of and Ability to:

- Learn rules, regulations and operational procedures of the fire department.
- Learn and apply emergency medical procedures.
- Demonstrate physical endurance, agility, strength, and stamina in the performance of hazardous tasks under emergency conditions.

- Demonstrate a high degree of mechanical aptitude.
- Learn and demonstrate the operating and mechanical principles of fire apparatus, fire alarm systems, automatic fire extinguishing equipment, and other fire equipment.
- Learn to effectively and safely drive and operate the full range of fire apparatus and equipment used by the fire department.
- Learn to perform field calculations of hydraulics for the proper and effective operation of equipment at emergency scenes.
- Learn and effectively demonstrate fire combat methods and techniques, the operation of firefighting equipment, street location and physical layout of the communities and major traffic and fire hazards.
- Think and act quickly in emergencies.
- Understand and follow oral and written directions promptly and accurately.
- Effectively impart knowledge of materials learned to others.
- Deal courteously and effectively with the public.
- Establish and maintain cooperative relationships with those contacted in the course of work.

ADA Special Requirement: *Essential duties require the following physical abilities and work environment: Ability to sit, stand, walk, run kneel, crouch, squat, stoop, reach, crawl, twist, climb, drive, and lift 150 pounds; exposure to cold, heat, extreme noise, outdoors, confining work space, electrical hazards, vibration, chemicals and dust, toxic waste, mechanical hazards, explosive materials; availability for shift work, on call and stand-by call.*

Salary and Benefits

The San Mateo Consolidated Fire Department offers an excellent compensation package:

Firefighter Salary: \$10,594 —\$13,168 monthly (+5% EMT differential) (paramedic and other possible differentials not included)

Benefits will be in accordance with the Memorandum of Understanding (MOU) agreed upon by Local 2400 and the San Mateo Consolidated Fire Department.



The Selection Process

ADA - In compliance with the Americans with Disabilities Act, applicants requiring accommodations for any part of the testing or recruitment process must notify the Human Resources Department seven (7) days in advance of the deadline for the part of the process requiring accommodations.

APPEALS must be submitted in writing within seven days of decision or event being appealed. An appeal concerning the contents or administration of an examination process shall be filed within seven days of the date that the challenged portion of the examination / interview is given.

IRCA -To comply with the Immigration Reform and Control Act, all new employees must provide proof of authorization to work in the United States.

POTENTIAL EMPLOYEES may be subject to fingerprinting, drug testing, background reviews and medical examination.

NEW EMPLOYEES are required to present an original social security card at the time of appointment.

REQUIRED qualifications must be maintained throughout employment. Employees who are required to drive must be insurable.

SALARIES for new employees are established at the department level interview.

THE PROBATIONARY PERIOD is up to eighteen (18) months.

THE POLICY of the San Mateo Consolidated Fire Department is to grant equal employment opportunity to all qualified persons without regard to race, color, sex, age, religion, ancestry, physical or mental disability, sexual preference, marital status, or national origin. It is the intent and desire of the San Mateo Consolidated Fire Department that equal employment opportunity will be provided in recruiting, hiring, training, promoting, wages, benefits, and all other privileges, terms and conditions of employment.

The San Mateo Consolidated Fire Department complies with employment provisions of the Americans with Disabilities Act.

A complete SMC Fire Department application packet is required. Applicants must be current on the Firefighter Candidate Testing Center (FCTC) Statewide Eligibility List (SEL) on 07/12/26. (For more information on how to be placed on the FCTC SEL, visit <https://www.fctconline.org/sel/>). Cal-JAC CPAT (Candidate Physical Ability Test) Card must be dated between 07/12/25 and 07/12/26. A passing score on the FCTC Written Test must be dated 07/12/25 and 07/12/26. To view upcoming Cal-JAC CPAT and FCTC Written Test dates, click here (<https://www.fctconline.org/testingschedules/>). ****IMPORTANT:** It is your sole responsibility to ensure your contact information in your FCTC profile matches what you are putting on this application to be accurately matched to the SEL.

An eligibility list will be established. A limited number of the most highly qualified candidates will be invited to interview. Following interviews, successful candidates are required to pass a psychological examination, drug screen, criminal history review, background investigation and a medical examination.

How to Apply

To Apply online: <https://www.calopps.org/san-mateo-consolidated-fire-department/job-20744472>

Click on the apply button to complete an online employment application. Be prepared to attach a résumé, a copy of your EMT or Paramedic license, a copy of CA Driver's license and copies of any relevant certifications. NOTE: CalOpps will allow you to attach your résumé, plus one additional attachment. Please have copies of certifications and licenses saved as one .pdf file prior to attaching to your application.

Alternatively, you may also send your application package consisting of a completed employment application, résumé, EMT or Paramedic license, and any relevant certifications to:

San Mateo Consolidated Fire Department, Human Resources Department
2121 S. El Camino Real, Building B, Suite 100, San Mateo, CA 94403

Closing date: Sunday, July 12, 2026 at 5:00 p.m.

Interview dates to be determined. If you are invited to interview, you will be asked to select a date and time from a list that you will be provided.

Failure to attach a résumé, licenses, and relevant certifications to the application may result in disqualification of the applicant. Unless otherwise specified, all responses will be conducted via the email provided in your online application. Therefore, it is imperative that you provide an email address to which you have access, and it is recommended that you frequently check your email for notices from: smcfire@CalOpps.org. and ymaeda@cityofsanmateo.org.

Note: The San Mateo Consolidated Fire Department reserves the right, at its discretion, to limit the number of qualified candidates invited to the selection process.

