

Central County Fire Department
invites applications for the position of:

**ENTRY LEVEL
FIREFIGHTER**



Application deadline: February 27, 2026

Central County Fire Department

The Central County Fire Department proudly serves the communities of [Burlingame](#), [Hillsborough](#), and [Millbrae](#) and its members come from different backgrounds to share the common goal of providing exceptional emergency/non-emergency services to members and visitors of our communities. Formed in April 2004, the Central County Fire Department (CCFD) provides all-risk fire protection, emergency medical and community risk reduction services to 70,000 residents and tens of thousands of visitors each year.

Our service area encompasses approximately 15 square miles, and our communities are a primary stopping point for San Francisco International Airport's 53 million-plus passengers each year. Our jurisdiction has wildland urban interface areas and neighborhoods consisting of single-family homes, multi-residential buildings, retail and business districts, schools, hotels, a regional hospital, care facilities, as well as a large industrial area. Our two major highways, 101 and 280, and two commuter railways (BART and Caltrain) are vital transportation links between San Francisco and Silicon Valley.

We have seven strategically located and professionally staffed fire stations, in addition to an administrative headquarters and a training facility. Our daily staffing model consists of seven engine companies, one ladder truck, and one Battalion Chief, 24 hours a day, every day. We maintain a State of California Type I heavy rescue Urban Search & Rescue (USAR) unit that is cross staffed daily in addition to a Type 6 wildland unit. Many of our Special Operations trained personnel are members of [California Urban Search and Rescue Task Force 3](#). The Department responds to approximately 9,000 calls for service annually.

Our Prevention Division manages several significant community risk reduction initiatives including vegetation and hazard abatement programs, plan reviews, comprehensive code enforcement activities, and fire investigations. They also produce and deliver numerous programs throughout the community.

CCFD personnel are extensively trained, highly motivated and well prepared to meet the needs of the community under routine and emergency conditions. We continually strive to exceed the expectations of those we serve.



The Position:

Firefighters respond to fires and a wide range of emergencies, support fire prevention efforts and community education, and contribute to the upkeep and operation of fire apparatus, station facilities, and equipment.

Qualifications:

Experience, Education and Training:

- High School diploma or equivalent
- California EMT certification
- Paramedic licensure (not required to apply, but **highly desirable**)
- Valid California driver's license
- Proof of passing score on Firefighter Candidate Testing Center (FCTC) written test and Candidate Physical Ability Test (CPAT) between February 2025 and February 2026

Essential Duties:

- Respond to fires, emergency rescue, medical emergency and public service calls
- Operate resuscitator and other rescue equipment
- Study Fire Department policies and standards, fire hazards and firefighting techniques, as well as participate in fire drills and exercises
- Perform medical emergency techniques
- Perform periodic fire prevention inspections of businesses and apartment buildings, writing correction notices as necessary
- Lay hose lines and operate engine pumping equipment
- Assist in holding nozzle to direct stream of water on fire
- Carry, raise, lower, and climb ladders
- Conduct salvage and clean-up of operations
- Assist in the repair and maintenance of fire equipment
- If assigned as a Paramedic, adhere to all state and local policies, principles, practices, and procedures and provide BLS and ALS care when appropriate

Knowledge of:

- Principles, practices and Principles, practices and procedures of modern firefighting and protection of lives and property
- Policies and standards of the Fire Department and operation and maintenance of the types of apparatus and equipment used in firefighting
- Local geography of the area including location of hydrants, mains and major fire hazards of the participating jurisdictions
- Standard broadcasting procedures of a fire radio system

Ability to:

- Maintain proficiency in medical emergency practices and techniques
- Analyze fire and driving situations and adopt effective course of action
- Prepare clear, concise and complete reports and notices
- Think and act quickly in emergencies
- Understand and carry out oral and written directions
- Perform a variety of manipulative tasks with good dexterity
- Safely and efficiently use Hurst rescue tool, rescue ropes and pulley, defibrillator, ventilation, salvage, communication equipment, manual forcible entry tools, and power saws

Salary and Benefits:

Firefighter salary range: \$113,195 - \$151,348* annually, with 4% increase scheduled July 2026

(*Plus FLSA, holiday, 11% paramedic, 5% bilingual and up to 7.5% education)

Benefits are in accordance with the Memorandum of Understanding agreed upon between the Central County Firefighters' Union and Central County Fire Department. Available at www.ccfd.org

Selection Process:

Applications, resumes and attachments will be reviewed, and the most highly qualified applicants will be invited to continue in the selection process by the Human Resources Department.

Ready to Apply?

Go to: <https://www.calopps.org/central-county-fire-department/job-20705884>

Complete online application and attach your resume, a copy of your EMT certification/Paramedic license and proof (screenshots are acceptable) of FCTC written and CPAT scores dated between February 2025 and February 2026.

Commitment to Equal Opportunity Employment

The Department is an equal opportunity employer. The Department prohibits discrimination against employees or applicants for employment on the basis of race, religion, color, age, sex, sexual orientation, gender, gender identity, gender expression, national origin, ancestry, marital status, medical condition, genetic information, disability, military and veteran status, pregnancy, childbirth and related medical conditions, or any other characteristic protected by applicable federal, state, or local laws and ordinances.

Request for Reasonable Accommodation

The Department recognizes and supports its obligation to reasonably accommodate job applicants and employees with disabilities who are able to perform the essential functions of the position, with or without reasonable accommodation. The Department also recognizes and supports its obligation to reasonably accommodate job applicants and employees with religious beliefs or practices who are able to perform the essential functions of the position, with or without reasonable accommodation. The Department will provide reasonable accommodation to otherwise qualified job applicants and employees, unless doing so would impose an undue hardship on the Department or pose a direct threat of substantial harm to the individual or others. An applicant or employee who believes he or she needs a reasonable accommodation of a disability should discuss the need for possible accommodation with the Human Resources Director. Upon receiving an accommodation request, the Department will engage in a timely interactive process with the individual to identify possible accommodation(s).



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This announcement is meant only as a general description and is subject to change.