



Woodside Fire Protection District

Lateral Firefighter EMT
Lateral Firefighter Paramedic

ABOUT US:

The Woodside Fire Protection District was established in 1925 and has a proud history of serving the communities of Woodside, Emerald Hills, and Portola Valley. We operate three fire stations that cover 32 square miles and serve a population of approximately 25,000. We daily staff one Battalion Chief, three type 1 fire engines, and one Rescue, while cross-staffing two water tenders, a type 5 engine, type 3 engine, and an ERV off-road vehicle. Shift personnel work a 48/96 schedule. We operate in a borderless automatic aid system in San Mateo County, providing all-risk service to our districts and the surrounding areas. Our department actively participates in the CA Master Mutual Aid Plan as well as California Task Force 3 Urban Search & Rescue.

OUR MISSION:

It is the mission of the Woodside Fire Protection District to protect life, property and the environment through prevention, education, preparedness, and emergency response.

OUR VISION:

- We are here to serve our community.
- We treat all persons with compassion, respect, and dignity.
- We apply the highest standard of excellence to the delivery of emergency and non-emergency services.
- We see change as an opportunity to improve.
- We promote honesty, integrity, loyalty, and credibility.
- We place a high value on public education regarding fire and life safety.
- We believe that excellence is achieved by a commitment to ongoing learning and growth, and we support our employees in these endeavors.
- We believe our proper conduct is a source of pride to our community and ourselves.
- We take pride in our most important resources, our people, our equipment, and our situations.
- We are committed to being leaders and setting the standard in every aspect of our profession.

OUR CORE VALUES:

- Excellence, Respect, Integrity
- Professionalism, Accountability, Honor
- High Standards, Enthusiasm, Commitment
- Dedication, Enjoying Our Work, Self-Discipline

THE POSITION:

The Firefighter 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 will actively participate in fire prevention, code enforcement, public education, and training programs.

THE IDEAL CANDIDATE:

The ideal firefighter candidate is a professional, community-oriented individual who demonstrates integrity, accountability, and respect in all interactions. A strong commitment to teamwork, public service, and continuous improvement is essential.

The qualified candidate possesses a strong foundational knowledge of firefighting principles, emergency operations, and safety practices, along with the ability to apply these skills effectively in high-stress and dynamic environments. Above all, the ideal candidate is motivated by a commitment to excellence and the protection of life, property, and the community.

The successful candidate has been employed as a full-time, paid firefighter for a minimum of three (3) years, and holds either EMT or Paramedic certification, and a Firefighter I certificate from California State Fire Training (firefighting experience must be within the past twelve (12) months).

REQUIRED QUALIFICATIONS:

Experience, Education, and Training:

- Lateral Firefighter EMTs and Lateral Firefighter Paramedics must have at least three (3) years of paid, full-time experience as a Firefighter with a public agency or special district (employed within the last twelve (12) months)
- Possession of a California State Fire Training Firefighter I certificate
- High school diploma or equivalent

Required Licenses and Certifications:

- Possession of, or ability to obtain, a valid California class C driver's license
- Must possess a valid National Registry or California-accredited EMT certification at time of application

OR

- Must possess a valid National Registry or California-accredited Paramedic certification at time of application (San Mateo County accreditation required prior to completion of probation)

Knowledge of:

- Principles, practices, and procedures of modern firefighting and the protection of life 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, including location of hydrants, mains, and major fire hazards of the District.
- Standard broadcasting procedures of a fire radio system.

Ability to:

- Respond to fires, emergency rescue, medical emergency, and public service calls.
- Assist in maintaining the fire station and assist in the maintenance and repair of fire equipment.
- Study Fire Department policies and standards, fire hazards, and firefighting techniques, participate in drills and exercises.
- Perform medical emergency techniques and defibrillator use.
- Perform periodic fire prevention inspections of businesses, writing correction notices as necessary.
- Lay hose lines and operate engine pumping equipment.
- Assist in holding a firefighting nozzle to direct a stream of water on fire.
- Carry, raise, climb, and lower ladders.
- Conduct salvage and overhaul operations.
- Adhere to all state and local paramedic and EMT policies, principles, practices, and procedures and provide BLS and ALS care when appropriate.

Special Requirements:

- Must be eighteen (18) years of age at time of employment.
- Must pass a pre-employment physical exam according to standards set by NFPA
- New lateral firefighters will serve a probationary period of twelve (12) months.
- ADA special requirement:
 - Essential duties require the following physical abilities and work environment: Ability to sit, stand, walk, kneel, crouch, squat, stoop, reach, crawl, twist, climb and lift 150 pounds; exposure to cold, heat, extreme noise, outdoors, confining work space, electrical hazards, vibration, chemicals, dust, toxic waste, mechanical hazards and explosive materials; availability for shift work, on-call and stand-by call.

SALARY & BENEFITS:

Salary and benefits negotiable based on experience.

Schedule:

Woodside Fire operates on a 48/96 schedule.

Salary:

Firefighter EMT: \$10,576 - \$13,560* monthly

Firefighter Paramedic: \$12,068 - \$15,052* monthly

Incentive Program: Up to an additional \$1,630 per month

Uniform Allowance: \$1,000 per year

*Holiday pay and FLSA not included

Benefits:

- CalPERS Retirement:
 - 2.7% at age 57 for new members (PEPRA)
 - 3% at age 55 for Classic CalPERS members
 - 3% at age 50 for Classic CalPERS members
- Medical Insurance
 - Choice of HMO and PPO, with Employer-Paid 100% Kaiser Family Plan Rate
- 100% Employer-Paid Dental, Vision, and Life Insurance
- Long-Term Disability Insurance
- CalPERS 457 and Roth Retirement Plans
- Employee Assistance Program
- Flexible Spending Account
- Education Reimbursement (\$4,000 per year)
- Vacation Leave: 144 hours per year
- Sick Leave: 168 hours per year

APPLICATION AND SELECTION PROCESS:

Upon verification that an applicant meets the minimum qualifications for this position, candidates will be placed on an eligibility list. Eligible applicants will be contacted by the District's Human Resources Department if selected to participate in a department interview process.

Following a departmental interview and Chief's interview, successful candidates that receive a conditional job offer are required to pass a criminal history review, background investigation, and medical examination that includes a drug screen.

Application Opening: 08:00 January 30, 2026

Application Closing: 17:00 February 13, 2026

The anticipated start date of this position is: May 1, 2026

Apply online at: <https://www.calopps.org/woodside-fire-protection-district>

Applicants will be required to submit a résumé, copy of Firefighter I certificate, copy of Driver's License, and a copy of either a CA EMT or Paramedic license.

Failure to attach a résumé, license, or certificate to the application by the closing date may result in disqualification from the process.

All departmental communications will be conducted via the email address provided in your application. Ensure that you provide an email address to which you have access, and check frequently.

Woodside Fire Protection District provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state, and local laws.