



**San Pasqual Band of Mission Indians  
Position Vacancy**

<b>Position Title:</b> Firefighter	<b>Posting Date:</b> February 5, 2026
<b>Position Reports to:</b> Fire Chief	<b>Employment Category:</b> Full time
<b>Department:</b> Fire Department	<b>Internal Closing Date:</b> February 10, 2026

**Position Summary:**

Under the supervision of a Fire Chief, Battalion Chief, Fire Captain, and Engineer, participates in all phases of emergency operations during an assigned shift to protect life, property, and the environment.

**Principal Duties and Responsibilities:**

- Protects the community by fighting fires, performing emergency medical services, and rescue work.
- Responds to all types of fires, medical aids, and car accidents to give the proper treatment and services needed.
- Participates in drills and training exercises in all phases of firefighting.
- Assists with the maintenance of the station grounds, living quarters, apparatus, and all equipment.
- Participates with daily equipment check offs.
- Participates in fire inspections and public education.
- Abides by laws, rules, regulations and operational procedures affecting the San Pasqual Reservation Fire Department.
- Abides by Tribal personnel policies and procedures of San Pasqual Band of Mission Indians.
- Knowledge of basic prevention and suppression techniques and practices; operation and maintenance of firefighting equipment; safety practices and precautions pertaining to work; knowledge of federal, state and local codes, rules, and regulations related to firefighting.
- Makes sound decisions under stress.
- Other duties as assigned.

**Qualifications and Skills:**

**REQUIRED EDUCATION / CERTIFICATIONS:**

- EMT – 1 D/C San Diego County Card – Ca. Card
- CPR/AED
- SFM FF 1
- IFSAC FF1
- Hazardous Material FRO
- Standards of Survival/Firefighter Survival



- S – 110; S – 130; S – 190
- Low Angle
- Auto Extrication
- Tiller (preferred)
- Paramedic Certified SD County (preferred)
- Completion of Certified Fire Academy.
- State or National Registry EMT/CPR/AED with San Diego card.
- State FF1 or IFSAC FF1 (preferred)
- Current CPAT or Bittle at least 6 months prior to application.

*EXPERIENCE / QUALIFICATIONS / SKILLS:*

- Minimum of two (2) years in the fire service.
- Must be at least 18 years of age at the time of employment.
- High School Diploma or G.E.D.
- Ability to pass a drug screen and background investigation.
- Valid CA Driver's License.
- Must have a clean driving record and be insurable with Tribes Underwriter.
- Knowledge of basic fire prevention and suppression techniques and practices.
- Operation and maintenance of firefighting equipment.
- Safety practices and precautions pertaining to work.
- Knowledge of federal, state and local codes, rules, and regulations related to firefighting.
- Ability to understand and apply mechanical and physical principles related to fire suppression.
- Knowledge of fundamentals of mathematics, physics, chemistry, electricity, hydraulics, building constructions, and automotive mechanics.
- Ability to follow directions and orders of superiors quickly.
- Function effectively in emergency situations.
- Read, understand and apply rules, regulations and procedures of the department.
- Technical manual and materials concerning firefighting.
- Establish and maintain cooperative working relationships with superiors, peers, subordinates, and public assistance agencies.
- Demonstrate physical endurance, agility, strength, and stamina in the performance of hazardous tasks in emergency situations.
- Work indoors and outdoors in variety of environmental conditions including hot, cold, or damp weather with exposure to excessive heat, smoke, hazardous materials, explosions, communicable diseases, structural collapses, noise, vibrations, orders, dust and in tightly enclosed spaces with poor ventilation.
- Must be able to work in remote areas, out of the county, on weekends, and holidays, to remain on duty as needed.



***PHYSICAL DEMANDS AND WORKING CONDITIONS:***

Physical mobility to sit, stand, walk, crawl, kneel, crouch, squat, lay on back or stomach, climb and balance, reach at shoulder height and above, push, pull, twist and rotate for extended periods during each shift; stamina to run, walk, and stand wearing protective equipment weighing up to 100 pounds for extended periods of time; physical agility to walk and run over uneven, wet surfaces, climb ladders of up to 100 feet in height; push/pull, squat, twist, turn, bend, stoop, climb and reach overhead; no severe allergic reactions to dust, pollens, or poison oak; physical strength to lift and carry up to 75 pounds and occasionally to drag persons weighing more than 165 pounds, and heavier persons with assistance, while carrying fifty pounds or more of equipment attached to the body; physical strength to lift up to 75 pounds on a frequent basis, and to pull, drag and extend a charged fire hose and 75-pound ladders; manual dexterity of neck, wrists, waist, hands and fingers sufficient to manipulate small tools, wear respirators and other protective equipment, to climb through small confined spaces, use hand and power tools, handling and grasping equipment and/or debris, and to administer first aid; hearing and speaking ability sufficient to converse over the telephone, two-way radio and in person over high ambient background noise levels; ability to detect and describe noises in machinery or to hear running water; ability to see and have good vision; ability to distinguish colors to recognize flame, smoke, hazardous materials; mental acuity to act under stress in life threatening situations, and to maintain calm efficient judgment in serious situations involving quick action or mental stress. Work in a variety of extremely hot and cold temperatures, often outdoors and in a wet environment. Firefighters must be able to respond physically to alarms and/or calls for assistance and be fully alert and able to move and act quickly from a standstill or sleep. Must be able to hear and differentiate a variety of warning devices and alarms, including traffic and emergency vehicles, traffic signals, gas leaks and/or calls for assistance. Some emergency situations and repair tasks may require work to be performed in small, cramped crawl spaces, areas where vision is limited, and/or extended heights including roof tops and ladders.

Individuals interested in being considered for this position should email their resume to [hr@sanpasqualtribe.org](mailto:hr@sanpasqualtribe.org), apply online at <https://www.sanpasqualbandofmissionindians.org/careers>, or submit their application in person or by mail to 16400 Kumeyaay Way, Valley Center, CA 92082.

In accordance with the Policies and Procedures, San Pasqual Band of Mission Indians will at all times and for all positions gives hiring, transfers and promotional preferences to qualified applicants in the following order. 1. San Pasqual Band of Mission Indians members. 2. San Pasqual Band Member Spouses or 1<sup>st</sup> Generation Lineal. 3. San Pasqual Band of Mission Indians Lineal descendants. 4. Other American Indians. 5. All Others.