San Pasqual Band of Mission Indians
Job Vacancy

Position Title: Fire Captain	**Posting Date: August 6, 2026**
Position Reports to: Fire Chief	**Employment Status: Non-Exempt**
Department: Fire	**Internal Closing Date: August 12, 2026**

Position Summary

Under the general direction of the Fire Chief or Battalion Chief, the Fire Captain serves as a front-line supervisor responsible for overseeing the daily operations of an assigned fire station and engine company. This position ensures assigned personnel are trained, equipped, and prepared to respond effectively to emergency and non-emergency incidents while providing leadership, supervision, and operational management to assigned staff.

Principal Duties and Responsibilities

- Administer and manage fire station operations; supervise, evaluate, train, and develop assigned personnel; and plan, coordinate, and conduct training programs and drills to ensure operational readiness and proficiency in fire suppression, emergency medical services, hazardous materials response, local geography, residential addressing, water source locations, hazard identification, the department's designated response areas, and other emergency operations.
- Perform supervisory and technical duties related to fire suppression, emergency rescue, emergency medical services, hazardous materials incidents, fire inspections, and code enforcement.
- Direct and safely coordinate fire suppression operations by serving as the first-in Company Grade Officer and Incident Commander. Establish incident objectives, strategies, and tactics, and effectively deploy personnel and equipment to control and resolve emergency incidents in a safe, skilled, and professional manner.
- Prepare accurate, comprehensive, and timely performance evaluations, incident reports, station logs, training records, and other required reports, ensuring all documentation is completed in accordance with departmental standards and established deadlines.
- Conduct fire prevention inspections of Tribal-owned buildings and residences; develop and participate in public education, fire prevention, public relations, and elder education programs to promote fire and life safety.
- Ensure all fire station facilities, apparatus, equipment, and grounds are maintained in a safe, clean, sanitary, and operational condition at all times.
- Assume area of responsibilities assigned by the Fire Chief.
- Attend and participate in Tribal and Fire Department functions.
- Other duties as assigned.

Qualifications & Skills

REQUIRED EDUCATION / CERTIFICATIONS

- Valid CDL (class B with driving record acceptable to the Fire Department Underwriter).
- High School Diploma or GED.
- AA/AS degree is highly desirable in Fire Technology, Fire Administration, or Public Administration.
- ICS- 100-200-300
- FEMA 700-800
- EMT-IA/DC.
- CPR.
- SFM FF-I or IFSAC FF-I.
- SFM FF-II or IFSAC FF-II.
- Driver Operator I-A, I-B.
- Haz Mat FRO.
- Haz Mat IC.
- SFM Fire Officer Certification (old credential)
- SFM Company Officer: 2A, 2B, 2C, 2D, 2E, and Instructor I (new credential)
- Blue Card Certified (Within first year of hire)

** Copies of all required certifications must be included with your application**

EXPERIENCE / QUALIFICATIONS / SKILLS

- Minimum of five (5) years of firefighting in an organized firefighting agency. Three (3) of the five (5) years must be with a fire department that provides structural fire protection.
- 1 year experience as a Fire Engineer with an organized firefighting agency.
- Paramedic Experience is highly desirable
- As a condition of employment, employees must comply with the San Pasqual Reservation Fire Department's Zero-Tolerance Drug Use Policy, maintain a drug-free workplace (including marijuana), and successfully pass a pre-employment drug screening and random drug testing throughout employment.
- Comprehensive knowledge of fire prevention and suppression principles, practices, and techniques; fire behavior, including the types, causes, characteristics, and origin of fires; fire service terminology; the National Incident Management System (NIMS) and Incident Command System (ICS); vehicle extrication techniques; hazardous materials response procedures; principles of supervising, training, and directing fire personnel; the safe operation of fire apparatus and equipment; workplace safety practices; and methods, materials, and equipment used in the construction and maintenance of fire stations, roads, trails, bridges, water developments, and similar structures.
- Knowledge of and ability to interpret and enforce applicable federal, state, local, and Tribal laws, codes, regulations, and standards governing fire protection, emergency response, fire prevention, hazardous materials response, emergency medical services, and workplace safety.
- Knowledge of the San Pasqual Reservation Fire Department's policies, procedures, operational guidelines, standard operating procedures (SOPs), and emergency response protocols governing daily fire department operations.
- Knowledge of County Emergency Operations Plan and local response areas.

- Knowledge of fundamentals of mathematics, physics, chemistry, electricity, hydraulics, building construction, automotive mechanics.
- Ability to effectively locate the origin of a fire, determine its cause, supervise and direct fire crews, respond to emergency incidents, and apply sound judgment in fire suppression and prevention activities.
- Ability to read maps; analyze situations accurately and adopt an effective course of action; meet and inform the public; follow oral and written directions; keep records and prepare reports; administer cardiovascular pulmonary respiration and first aid.
- Must be able to perform all aspects of the Firefighter job duties.
- Must be able to work effectively and cooperatively with others.
- Must be able to work in remote areas, out of the county, on weekends and holidays, and to remain on duty as required.

SPECIAL CHARACTERISTICS

Demonstrate good judgment in emergency situations; willingness to travel to isolated areas away from population and to work on weekends and holidays; willingness to remain on duty 24 hours a day as required; emotional stability; demonstrated leadership ability; high standards of morals and speech; satisfactory record as a law-abiding citizen.

LEADERSHIP

As a front-line supervisor Fire Captains should have the following leadership skills: Conflict Management, Effective Communication, Positive Impact, Delegation, Active Listening, Team Management, and be a positive Influence. Must be supportive of the Tribe's and Fire Department's Mission Statements and live up to the Organizational Values.

PHYSICAL DEMANDS AND WORKING CONDITIONS

Physical mobility to sit, stand, walk, crawl, kneel, bend, 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 very hot and cold temperatures, often outdoors and in a wet environment. The Fire Captain 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.

OTHER REQUIREMENTS

All employees are expected to follow the San Pasqual Band of Mission Indians Handbook and must adhere to any additional applicable addendums along with all the Fire Department's Policies and Procedures.

Individuals interested in being considered for this position should email their resume to hr@sanpasqualtribe.org, apply online at https://www.paycomonline.net/v4/ats/web.php/portal/B8DA13884CDB5C1B3AA4580D7D4DD0B1/jobs/279929 , or submit their application in person or by mail to 16400 Kumeyaay Way, Valley Center, CA 92082.

In accordance with the San Pasqual Band of Mission Indians' Policies and Procedures, preference in hiring, transfers, and promotions shall be given to qualified applicants in the following order: 1. San Pasqual Band of Mission Indians Tribal Members. 2. Spouse of an enrolled Tribal Member who contributes to the household 3. San Pasqual Band of Mission Indians Lineal Descendants. 4. Other Native Americans 5. Non-Native Americans

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