



## NORTH CENTRAL FIRE PROTECTION DISTRICT

Fire Chief: Timothy V. Henry, CFO, EFO

[www.northcentralfire.org](http://www.northcentralfire.org)

### **JOB ANNOUNCEMENT**

#### **FIRE CAPTAIN (Internal Recruitment Only)**

*Salary Range: \$76,788 – \$99,907/annual*

#### ***Application Period***

***Open Date:*** February 10, 2025, 4:00 PM

***Closed Date:*** March 10, 2025, 4:00 PM

The North Central Fire Protection District is opening the recruitment process for Fire Captain. This is an internal promotional opportunity. Applicants must meet the minimum qualifications as specified below.

#### **Job Summary:**

Under general supervision of the Battalion Chief, the Fire Captain supervises one or more fire companies and plans, develops, coordinates, and executes activities during an assigned shift. This position also includes, but is not limited to: responding to fire and other emergency calls, fighting fire, mitigating hazardous material emergencies, acting in the next rank if needed, and performing other related duties as required.

#### **Minimum Qualifications:**

- Must be employed with the District for a minimum of two (2) years and hold a Fire Engineer position with the North Central Fire Protection District, or have a minimum of six years as a full-time firefighter at the time of appointment.
- Must have a minimum of 30 college units at the time of appointment and obtain an Associate's Degree from an accredited college in fire science or a related field within 2 years of appointment.
- Maintain valid EMT certification while holding the position.
- Must maintain a valid California Driver's License with a firefighter endorsement from the Department of Motor Vehicles while holding the position.

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**Applications are now being accepted in person or postal delivery** for this position and must be filed with the Fire Administration at 15850 W Kearney Blvd. Kerman CA, no later than 1600 hours on **March 10, 2025**. A resume and supporting documentation as required in the Job Announcement Minimum Qualifications (MQ) must be submitted at the time of filing an application.

**The promotional testing will be held at Fire Headquarters Classroom, 15850 Kearney Blvd., Kerman, CA 93630 at a date to be determined.**

**The Promotional testing process is outlined below:**

## **Components:**

The weight of each component of the testing process is as follows:

Weighted Scores:	
Written Exam	40%
Assessment Center	40%
Oral Interview Panel	20%

**Written Test:** Candidate will have a maximum of two hours to complete the multiple-choice written test. The test questions will come from the following:

<b>Resources</b>
IFSTA manual, Fire and Emergency Services Company Officer (5 <sup>th</sup> Edition)
IFSTA manual, Structural Firefighting: Initial Response Strategy and Tactics (2 <sup>nd</sup> Edition) Chapters; 3, 4, 5, and 6
IFSTA manual, Hazardous Materials for First Responders (5 <sup>th</sup> Edition)
NCFPD Policies, Administration, Training and Equipment Manuals, and Individual Performance Evolutions

Those candidates that achieve a score of 70% or higher on the written test will be invited to the assessment center and oral interview.

**Assessment Center:** The assessment center will have multiple elements to the examination process.

The candidates may be expected to exhibit their knowledge of ICS, equipment, policy and procedures, practices, and theories pertaining to the position of Fire Captain.

Candidates may be expected to perform Command and Control of various incidents, perform employee evaluations, conduct training and complete associated reports,

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demonstrate geographic knowledge of the District's jurisdiction, complete incident reports, react to emergency and non-emergency operations in accordance with District policy, and demonstrate an understanding of the Districts mission, vision, and values.

Candidates must pass each phase of the Assessment Center with a 70% score. Should a candidate fail any portion of the assessment center evaluations, the candidate will not be allowed to continue in the examination process.

<b>Assessment Center Resources</b>
NCFPD Policies, Administration, Training and Equipment Manuals, and Individual Performance Evolutions
NCFPD Acting Captain task book and Probationary task book
Fire and Emergency Services Company Officer. IFSTA, (5 <sup>th</sup> Edition).
Structural Firefighting: Initial Response Strategy and Tactics (2 <sup>nd</sup> Edition)

Oral Interview Panel: Candidates will participate in an oral interview.

Probationary Period: All appointees to the position of Fire Captain must satisfactorily complete a probationary period. All probationary employees must be evaluated by their supervisor during probation. All 56-hour employees shall complete 2,912 regular time hours of evaluation, complete twelve (12) written probationary evaluations, and successfully complete a NCFPD Fire Captain task book while on probation to attain permanent status as a Fire Captain.

## **Special Requirements:**

Vaccinations: The North Central Fire Protection District may declare that vaccination(s) for any declared health hazard is required for the immediate protection of the public peace, health, and safety for the following reasons:

- 1) According to the Center for Disease Control, and/or the Fresno County Department of Public Health, if it is determined that existing conditions pose a significant public health risk.
- 2) The District must provide a safe and healthy workplace, consistent with public health guidance and legal requirements, to protect its employees and the public as it continues to provide services.

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All Employees shall have the right to petition for a medical or religious exemption to be evaluated on a case-by-case basis, consistent with District procedures for reasonable accommodation requests. Documentation prescribed by the District shall be required.

Tobacco Use: Employees will not smoke, vape (electronic cigarette or similar device), or use any tobacco product while on-duty or representing the District.

Residency Requirement: Employee must maintain residency within 45 driving miles of the North Central Fire Protection District jurisdictional boundaries, throughout employment with the District.

Applications are available at <https://northcentralfire.org/careers/>. Candidates may mail or deliver in-person a completed application with supporting documents to North Central Fire Protection District, Human Resource Manager, 15850 W Kearney Blvd., Kerman CA. 93630. If you have any questions please feel free to call (559) 878-4537.

**Equal Opportunity Employer:** The North Central Fire District is an Equal Opportunity Employer. Consistent with federal and State law, the District does not discriminate in employment decisions based on race, color, religion, political affiliation, sex, national origin, age, sexual orientation, disability, or any other protected category recognized by federal or State law.