



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

Position Title: Fire Captain	Posting Date: 10/29/2025
Position Reports to: Chief	Employment Category: Non-Exempt
Department: Fire	Internal Closing Date: 11/3/2025

Position Summary

Under general direction of the Fire Chief or Battalion Chief, oversees all activities of the fire station ensuring that assigned crew is prepared to respond to emergency and non-emergency calls. The Fire Captain position is a Front-Line Supervisor role that provides leadership and management in the daily operations of an engine company.

Principal Duties and Responsibilities

- Responsible for the administration and management of the fire station and supervises activities of the emergency units assigned.
- Responsible to suppress all fires in a safe, skilled, and professional manner. As first-in Company Grade Officer, Captains are responsible for acting as Incident Commanders and must establish strategy and tactics for resolving the situation. Must implement personnel and equipment to accomplish objectives.
- Prepare performance reports, incident reports, station log, training records, and all other monthly reports. Ensure reports are clear, comprehensive and meet deadlines.
- Supervision and evaluation of employee development and training, emergency and medical care, local geography, residential addressing, including the location of water sources, hazard areas, and specific response areas of the department.
- Performs supervisory and technical work in fire suppression, emergency rescue, hazardous materials, fire inspections, and code enforcement.
- Supervises and conducts professional training activities and emergency medical services.
- Responsible for training subordinates in skills required to combat emergencies. Create a program of drills for all personnel to maintain proficiency and continually upgrade own skills and abilities.
- Ensure all facilities and grounds are maintained in a safe, sanitary, and well-kept at all times.
- Responsible for inspections for hazard reduction of all Tribal owned buildings and residents. Establish an information program with staff influence. Have an aggressive education program.
- Ensures all automotive and fire equipment are maintained according to required schedules and ready to respond to all emergencies.
- Conducts public relations activities as needed and assist in Elder Education.
- Assume area of responsibility assigned by the Fire Chief.
- Attend and participate in Tribal and Fire Department functions.
- Other duties as assigned.

Qualifications & Skills

REQUIRED EDUCATION / CERTIFICATIONS:

- High School Diploma or GED.
- CDL (class B with driving record acceptable to the Fire Department Underwriter).
- ICS- 100-200-300-400
- 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.
- CA State Fire Officer Certificate. Within first year of hire.
- Blue Card Certified within first year of hire.
- Crew Boss and Engine Task Book initiated within first year of hire.
- 20 Units towards AA Degree, to be obtained within 3 years.
- Valid Identification
- Must pass drug test and background check

EXPERIENCE / QUALIFICATIONS / SKILLS

- Minimum of 7 years' experience in the fire service as an Engineer.
- Paramedic Experience preferred.
- Basic fire prevention and suppression principles, practices, and techniques; safety practices and precautions pertaining to work; federal, state, and local codes, rules, regulations related to fire fighting.
- Operation of apparatus and equipment.
- Knowledge of rules, regulations, and operational procedures of the San Pasqual Reservation Fire Department in modern firefighting operations.
- Knowledge of County Emergency Operations Plan and local response areas.
- Knowledge of fundamentals of mathematics, physics, chemistry, electricity, hydraulics, building construction, automotive mechanics.
- Knowledge of forest and fire laws ; types, causes, character, and behavior of fires; fire protection and prevention methods, and terminology; department's incident command system, vehicle extrication methods, methods for responding to hazardous materials incidents, and other emergency incidents; principles of effective supervision, training and directing a crew in fire protection, other emergency, and conservation work; methods, materials, and equipment used in minor construction and maintenance of fire stations, roads, trails, bridges, water developments, and similar structures; fundamental forest improvement and conservation practices and safety practices; Ability to effectively; locate and determine origin of fire and cause.

- 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, and on weekends and holidays, to remain on duty as required.

SPECIAL CHARACTERISTICS

Demonstrated 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 Influence.

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 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.

Note: Nothing in this job description restricts management's right to assign or reassign duties and responsibilities for this position at any time.

Individuals who are interested in the above position should complete an application online at <https://www.paycomonline.net/v4/ats/web.php/jobs/ViewJobDetails?job=216286&clientkey=B8DA13884CDB5C1B3AA4580D7D4DD0B1&jpt=fe23e4658f74b1d00f8051bdd9ce7eb0> or e-mail it to hr@sanpasqualtribe.org or complete an application in person at 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 give hiring, transfers and promotional preferences to qualified applicants in the following order: 1. San Pasqual Band of Mission Indians Members. 2. First generation Lineal Descendant or the legal spouse of an enrolled Tribal Member who contributes to the household 3. San Pasqual Band of Mission Indians Lineal descendants. 4. Other American Indians 5. All Others.