



## Rincon Band of Luiseño Indians

### Contact Us:

One Government Center  
Lane

Valley Center, CA 92082

Phone: (760) 749-1051

Hours: 8:00 am – 4:30 pm

Monday - Friday

[www.rincon-nsn.gov](http://www.rincon-nsn.gov)



# JOB ANNOUNCEMENT

**Title:** Firefighter Paramedic

**Requisition Num.:** 025-2025

**Open Date:** 07/23/2025

**Closing Date:** Until Filled

**Department:** Fire

**Classification:** Full-Time / Non-Exempt

**Salary:** Commensurate with Experience

**Location:** Valley Center, CA

**Opportunity:** Under general supervision of the Fire Captain, a Firefighter/Paramedic provides immediate emergency medical care for the sick and injured at emergency scenes and during transportation to a hospital; performs the duties of firefighter and related work required. Position in this class perform emergency medical treatment, communicate by radio with physicians while at the scene of an emergency, and attend to victims of emergency while enroute to a hospital or until other medical personnel assume the responsibility for care of patients. Positions in this class have considerable independence in selecting proper procedures from a variety of standard methods or procedures, as instructions given by a physician generally do not provide all of the information needed. Incumbents are expected to resolve emergency medical problems confronted through the application of judgment and protocols. At the scene of a fire, Firefighter Paramedics are under the direct command and supervisor of Fire Captain or other command personnel. This person may assume responsibility for carrying out Fire Captain responsibilities in their absence; manage program/projects, and perform other related duties as assigned. This person will conduct business in a professional and cordial manner that will uphold the integrity and reputation of the Rincon Tribal Government. This position maintains a thorough working knowledge of and adheres to tribal policies, regulations, and procedures.

### JOB RESPONSIBILITIES

*The following duties are typical for this classification. Incumbents may not perform all of the listed duties and/or may be required to perform additional or different duties from those set forth below to address business needs and changing business practices.*

- Responds to alarms involving fire, all types of accidents, gas leaks, flooded structures, hazardous substances, and lifesaving and rescue work.
- Places fire hoses, sets ladders, operates fire streams, ventilates, and enters burning structures to extinguish fires and perform rescue services.
- Performs salvage and overhaul operations during and after fires to remove hazards and prevent water damage.
- Assess the extent of injuries or illness of trauma victims, patients with respiratory disease and stress, overdose and poisoning victims, industrial accident victims and other ill or injured individuals to determine emergency medical treatment.
- Perform Emergency Medical Service and lifesaving maneuvers in the community and surrounding areas.
- Provide training to personnel and community members on fire/rescue operations, vehicle extrication, rescue systems and community risk reduction.
- Cleans and maintains station quarters and grounds; cleans, maintains, and tests emergency equipment and apparatus; and participates in drills and training activities. Maintains station supplies regularly. Perform routine vehicle check-outs, maintenance, and cleaning.

## To Apply:

Employment with the Rincon Band of Luiseño Indians begins by filling out an application and resume and turning it in to the Human Resources Department at the Government Center or emailing it to [jobs@rincon-nsn.gov](mailto:jobs@rincon-nsn.gov).

To work for the Rincon Tribe, you minimally need:

- High School Diploma or GED
- A valid California driver's license

**Applications which are not completely filled out will not be considered.**

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## Preference:

Tribal preference will be given to eligible Rincon Tribal Members who meet the minimum qualifications. Background investigation drug and alcohol screening are required as a condition of employment. Rincon Band of Luiseño Indians is an equal opportunity employer.

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## JOB RESPONSIBILITIES CONT'D

- Administer pre-hospital ALS/BLS emergency care, such as cardiopulmonary resuscitation (CPR), trauma assessment and care, bandaging and splinting to patients.
- Administers medications by intravenous, intramuscular, intranasal, endotracheal tube or topical means.
- Establish and maintain intravenous treatment (IV), apply adjunctive equipment for ventilation and circulation complications, administer medications and provide other emergency treatment to patients.
- Utilize basic and advanced airway adjuncts including Endotracheal Intubation of pediatric and adult patients.
- Utilize cardiac monitor/defibrillator for synchronized cardioversion, external cardiac pacing, and defibrillation.
- Document and record the nature of injuries and treatment provided.
- Be able to read and interpret capnography wave for CO2.
- Perform patient care documentation in accordance with accepted medical practices, department and San Diego EMS standards.
- Maintain Continuing Education requirements per California Title 22 and maintain Paramedic licensure every two years with required certifications.
- The employee may be required to work overtime to complete assignments. Must be able to work a flexible schedule; must be willing to work 24-hour shifts.
- Participates in public education activities, which may include giving station tours, presenting prevention education materials, giving classroom presentations, assisting public walk-ins at the station, and performing other related duties.
- Serves as acting captain, as assigned.

## OTHER DUTIES

- Follow established government policies and those outlined in the Rincon Tribal Government Employee Handbook and on our government employee portal.
- Demonstrates an awareness and appreciation of the cultural diversity of the community.
- Maintain a clean and safe working environment.
- Work cooperatively with others and contribute to a successful team effort.
- Adhere to safety standards and regulations of the Tribal Council.
- Handle all confidential and proprietary information in accordance with policies and procedures.
- Ability to multi-task while maintaining vigilant attention to detail.
- Attends required meetings and training.
- Perform other related duties as required.
- Other duties may be assigned at the discretion of the Chief or Captain to fulfill the government's needs, objectives and/or goals.

## JOB QUALIFICATIONS

- Must be able to represent the Rincon Tribal Government effectively and professionally in a public venue.

### Selection Process:

All applications will be reviewed, and the most appropriately qualified individuals will be invited to continue in the selection process. The process may include a written and/or oral examination to assess job related education, experience, and training.

**Resumes will not be accepted in lieu of completed application forms but may be attached.**

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**Applications which are not completely filled out will not be considered.**

### Education/Experience and/or Training:

- Must have Graduated from a U.S. high school, G.E.D. or equivalent from a U.S. institution, or a California High School Proficiency Examination (CHSPE) certificate is required.
- Must be at least 21 years of age.
- Must have graduated from a 240-hour Firefighter I Academy accredited by California State Fire Marshal / State Fire Training or equivalent, as determined by the Rincon Fire Chief.
- Must have completed appropriate education and training to obtain certification as a California State Certified Paramedic, to include meeting requirements of the County of San Diego EMS Office, and successful completion of the San Diego protocol examination.
- One (1) year of full-time firefighting experience is highly preferred.
- Must successfully complete driver operator (DO) training within two years of date of hire

### Licenses or Certifications:

**The following license and certification are required to be maintained throughout employment and are not subject to waiver:**

- CSFM FF-1 Academy or Equivalent
- Valid California Class C Driver's License. Must maintain a satisfactory driving record with the DMV.
- CPR (Cardiopulmonary Resuscitation) / BLS (Basic Life Support)
- CPAT or Biddle Physical Ability Test Certification (Must obtain within 6 months of submitting resume, must have prior to hire)
- Defibrillator/Combitube Haz-Mat (FRO)

***\*Copies of required certifications and/or licenses MUST be submitted with application. Please ONLY submit the required documents listed in this job announcement and within one attachment if possible. \****

### Work-Related Knowledge:

- Working knowledge of firefighting equipment and technical specifications
- Working knowledge of applicable laws, internal controls and policies and procedures of the Fire Department
- Ability to conduct or assist in the extrication of trapped persons.
- Ability to perform cardiopulmonary resuscitation.
- Ability to administer medications by accepted means.
- Working knowledge of San Diego County Emergency Medical System (EMS) regulations, protocols and procedures
- Ability to react quickly and calmly to fight fires and perform emergency medical techniques and procedures.
- Knowledge of software programs, online communication platforms and other technology necessary to perform the job.

**Physical Demands and Working Conditions:**

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this class. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this class, the employee is regularly required to communicate effectively verbally and in a written manner; observe and interpret data and analyze and solve problems. The employee must be able to work indoor office environments/outdoor in the field environments (depending on position); Working conditions include exposure to extreme heat, smoke, dust, fumes, and inclement weather; loud noises such as, but not limited to, sirens, alarms, diesel engines, pumps, power saws, and hydraulic tools; hazardous materials; and infectious or communicable diseases; willing to comply with rules and regulations governing work attire. The employee may have to move up to 50 lbs. and transport up to 100 lbs. objects frequently (depending on position). Vision abilities required by this job include the ability to detect, determine, perceive, identify, estimate, and assess work related objects and/or work products based on position specific designated tasks. The employee may be required to work overtime to complete assignments. Must be able to work a flexible schedule; must be willing to work 24-hour shifts.

**Benefits**

The Rincon Band of Luiseño Indians offers a comprehensive and competitive benefit package for full-time and qualifying part-time employees. Benefits include the following:

- Health & Wellness Coverage: Medical, dental and vision coverage
- Generous Paid Time Off (PTO) Accrual
- Holidays: Full-time employees and qualifying part-time employees are eligible for eleven (11) full paid holidays, and four (4) half day (4 hours) paid holidays.
- Comprehensive Annual Performance & Merit Reviews
- Job Training based on Business Needs
- Life and Long-Term Disability: \$100,000 employer paid Life Insurance and Long-Term Disability
- Flexible Spending Accounts: Healthcare and Dependent care reimbursement accounts
- Supplemental Life and Accidental Death and Dismemberment (AD&D) Insurance
- Supplemental Coverage: Disability, Accident, Cancer, Life and Hospital Confinement
- Retirement: 401(k) retirement plan with a generous employer match
- Company Events: Rincon Tribal Government holds great social events for employees and occasionally raffles many prizes.

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**Rincon Tribal Government – Core Values**

*Trust*

*Integrity*

*Open and Honest Communication*

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