



## Marinwood Fire Department invites applicants for **FIREFIGHTER / PARAMEDIC**

**Annual Salary Range:**  
**\$92,048.32 - \$109,898.88**

*(Salary above includes Paramedic Certification Incentive and Education Incentive)*

*Negotiated 6.5% Wage Increase in July 2025*

*No Academy-On Shift Training Based on Experience*

**\*ENGINE BASED PARAMEDIC\***

**APPLICATION DEADLINE: OPEN UNTIL FILLED**

Applications to be submitted through [CalOpps](#).  
Questions may be submitted via email to: [firedepartment@marinwood.org](mailto:firedepartment@marinwood.org)



**JOIN OUR TEAM AND  
MAKE A DIFFERENCE  
EVERY DAY!**

# ABOUT MARINWOOD

The Marinwood-Lucas Valley Community, a designated U.S. Census Tract, is located in an unincorporated area of north-central Marin County, California. The Marinwood area is part of an original Spanish Land Grant to Don Timateo Murphy. It was operated as a ranch, and then as a dairy farm, until it was sold for development in 1954. In 1955, the first homes were built near Highway 101, then a four-lane undivided highway. At that time the boundaries of San Rafael were four miles to the south, at the top of Puerto Suello Hill, and the boundaries of Novato were six miles to the north. To provide improved local services, particularly fire protection, and to be able to secure bond financing, the Marinwood Community Services District was formed in 1960. With bond funding, the CSD was able to purchase the land for Marinwood Park and develop the firehouse, park, community center, and pool.

At present, Marinwood-Lucas Valley is primarily a residential community consisting of approximately 2500 households. The Marinwood Community Services District Fire Department, Community Center & Pool Complex, our Parks and the surrounding open space are all central to the identity of Marinwood.

# ABOUT THE DEPARTMENT

The Marinwood Fire Department operates as a single station all-risk Advanced Life Support (ALS) engine company that includes nine (9) professional firefighters trained in areas of firefighting, ALS/BLS emergency response, technical rescue, disaster response, fire prevention, and community preparedness. The department works closely with the City of San Rafael Fire Department under an existing Shared Services Agreement. This includes San Rafael Fire Department providing all chief officer services, ambulance services, and joint training programs. Our mission is to partner with our community to proactively reduce risk from fire, illness, injury and other hazards.





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# THE IDEAL CANDIDATE

The Firefighter-Paramedic protects life, property, and the environment by performing firefighting activities, emergency medical aid, hazardous materials response, and fire prevention duties. The position is also responsible for maintaining fire equipment, apparatus, and facilities.

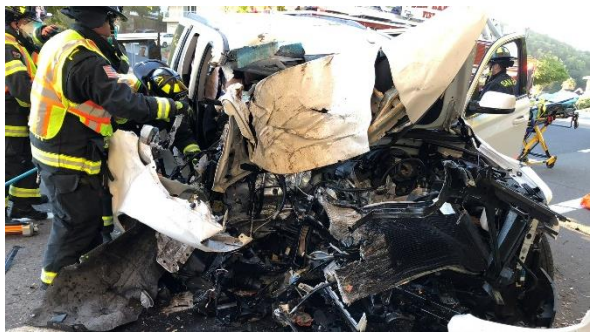
The Department seeks individuals whose values align with our departmental commitment to respect, integrity, compassion, equality, and fairness. Our team at the Marinwood Fire Department delivers exceptionally courteous, compassionate, and professional public service. Our firefighters are committed to helping their community and their fellow peers and are key members of the fabric of the community.

Our department supports a behavioral health program consisting of IAFF trained Peer Support members, as well as members trained in critical incident stress management. The culture established by our personnel is cited as a key contributor to what makes the Marinwood Fire Department a great place to work. There is a major focus on physical fitness, training, health and wellness, and an overall excitement about teaching and learning the art and trades of firefighting and emergency medicine.

**MINIMUM QUALIFICATIONS** (*candidates must submit copies of the following documents, as one PDF file, no larger than 2MB*):

- **A CPAT CARD dated within the last 12 months.**
- **FIREFIGHTER 1 prior to appointment. \*IFSAC and PRO Board certifications are also acceptable**
- **VALID CALIFORNIA PARAMEDIC LICENSE or ability to obtain prior to appointment\***
- **VALID CLASS C DRIVER'S LICENSE. Must have satisfactory driving record.**

*One year of experience as a paid Firefighter may be considered in lieu of the Firefighter I certification.*



# SELECTION PROCESS

## APPLICATION REVIEW:

Applications are accepted through the [CalOpps website](#). A detailed review of each application and attachments, as submitted, will be conducted. Applicants MUST include ALL required documents as outlined above in "Requirements." Faxes, postmarks, and hand deliveries will not be accepted.

## PARAMEDIC ASSESSMENT PANEL:

The paramedic assessment panel will assess the candidates' ability to understand and apply basic paramedic skills and knowledge. This may include, but is not limited to: medication administration, patient assessment, cardiac rhythm interpretation, pharmacology, protocol knowledge, and decision making.

## ORAL BOARD INTERVIEW:

The oral board panel will evaluate candidates based on the following dimensions, among others: Preparation, Professional Image, Interpersonal Skills, Communication, Decision Making, Judgement, Customer Service Orientation, Community Awareness. Candidates must receive a passing score of 70% to pass this phase of the recruitment process and be placed on the Eligibility List.

# ELIGIBILITY LIST

**RECRUITMENT ELIGIBILITY LIST:** Candidates who successfully complete all phases of the recruitment process shall be placed on the Recruitment Eligibility List, which will be valid for 12 months from the date of the list, or until such time as all eligible candidates have been considered for appointment. Placement on the list will be based on a candidate's total overall score. Final appointments will be made from the list based on the Department interviews. Therefore, placement on the eligibility list is not a guarantee of appointment and appointments may not be made in strict rank order. After passing the departmental interview, a prospective candidate must successfully complete a thorough background review including fingerprinting and criminal history check. Upon a conditional offer of employment, the prospective candidate must successfully complete a psychiatric evaluation and a drug screen, and pre-employment physical exam.



## HOW TO APPLY:

[WWW.MARINWOOD.ORG/FIRE-EMPLOYMENT-OPPORTUNITIES](http://WWW.MARINWOOD.ORG/FIRE-EMPLOYMENT-OPPORTUNITIES)

Submit Application Packet Via [CalOpps](#)

You must be on the FCTC list to schedule an interview. If you are not currently active on the FCTC candidate list, please register for an upcoming exam at: <https://www.fctconline.org/candidates/upcoming-test-schedule/>

**STATION VISITS ARE HIGHLY ENCOURAGED!**

**FOR QUESTIONS OR TO SCHEDULE A STATION VISIT, CONTACT: [firedepartment@marinwood.org](mailto:firedepartment@marinwood.org)**