



MONTECITO FIRE DEPARTMENT

ENTRY FIREFIGHTER RECRUITMENT



Montecito Fire Department has multiple openings for entry-level Firefighter/EMT and Firefighter/Paramedic positions.

JOB DESCRIPTION

Firefighters respond to structure and vegetation fires, emergency medical calls, rescues, and other emergencies to protect life, property, and the environment. Typical duties include fire suppression, emergency medical care (BLS for EMTs, ALS for paramedics), rescue operations, equipment and apparatus operation and maintenance, training and drills, fire prevention and public education, and other duties as assigned.

Firefighters work a 48/96 shift schedule and must be able to perform effectively in high-stress, physically demanding environments.

TENTATIVE RECRUITMENT SCHEDULE

Application Period:	October 1-19, 2026 - 5 p.m.
Paramedic Assessment:	Week of October 26, 2026
Panel Interviews:	Week of November 2, 2026
Chief's Interviews:	Week of November 9, 2026
Academy:	February 2027



MINIMUM QUALIFICATIONS

- High School Diploma or equivalent
- California State Firefighter 1 Certificate or Firefighter 1 Academy
- EMT or Paramedic certification
- Current CPR for the Professional Rescuer or equivalent and AED certification
- Valid California driver's license (upon hire)
- No felony convictions

DESIRED QUALIFICATIONS

- Hazardous Materials First Responder - Operational
- FF 2 certification
- Basic ICS (I-200)
- Basic Wildland Firefighter (S-130)
- Introduction to Wildland Fire Behavior (S-190)
- Low Angle Rope Rescue Operations
- Rescue Systems 1 or equivalent

OTHER REQUIREMENTS

- Must obtain a Firefighter endorsement for CA driver's license during probation
- Must obtain Santa Barbara County paramedic accreditation within 3 months of academy completion
- Must meet insurability requirements of District's insurer(s)
- Successfully complete probationary period and Probationary Firefighter position task book

A photograph of the side of a red fire truck. The top of the truck has a silver, diamond-plate metal roof. Below the roof, the words "MONTECITO" and "FIRE DEPT." are written in large, bold, yellow letters with a black outline. The background of the letters is the red paint of the truck. The letters are set against a backdrop of green foliage.

MONTECITO FIRE DEPT.

SKILLS & ABILITIES

- Perform competently under extreme pressure
- Make accurate observations and rapid judgments
- Understand and follow procedural instructions
- Give clear oral instructions and deal effectively with the public and co-workers
- Work cooperatively with others and contribute to a successful team
- Prepare clear and accurate written reports

SALARY & BENEFITS

Firefighter/EMT Salary Range: \$114,072 - \$149,088

Firefighter/Paramedic Salary Range: \$126,720 - \$165,636

Longevity Pay

- After the third anniversary, employees receive 3% longevity pay. Increases by another 3% every three years, up to 24% after 24 years of service.

Deferred Compensation

- District 457 contribution after one year of continuous full-time service. CalPERS PEPPRA members: \$700 per month.

Health Care

- District contribution for employee and eligible dependents, not to exceed \$3,170 (1/1/26).

APPLICATION PROCESS

Only online applications will be accepted.



Application: www.governmentjobs.com/careers/montecitofire.

Job announcement: <http://www.montecitofire.com/employment>

The successful candidate will be required to satisfactorily complete a psychological examination, medical examination, controlled substance screening, and background examination.

Upon hire, candidates will be required to complete a department recruit academy.

If you have any questions about the recruitment process, contact Battalion Chief Aaron Briner at abriner@montecitofire.com.

Please indicate 2026 Firefighter-EMT Recruitment or 2026 Firefighter-PM Recruitment in the subject line of your email.

FILING DEADLINE

The online application, supplemental questionnaire, essay, and the remaining supporting materials will only be accepted via NEOGOV until 5 p.m. on October 19, 2026 or when a sufficient number of applications have been received.

MISSION STATEMENT

The Montecito Fire Protection District is a progressive organization committed to the protection of people, property, and the environment. As part of the community, we exist to provide professional and timely service through preparation for, response to, and recovery from emergencies.

