



Joining the ACFD Reserve Program

This page provides an overview of the hiring process to become a Reserve Trainee with Alameda County Fire Department (ACFD)'s Reserve Program. This is an unpaid, 100% volunteer program that operates within ACFD.

Approximately once per year, the Reserve Program welcomes applications, typically in the first half of the year.

1. Apply for the **Reserve Firefighter** position when it is open for applications as found on the [Alameda County Human Resources - Current Openings](#) website. (This link will open in a new tab or browser on your device.)
2. Complete the application, answering all supplemental questions and providing any required attachments. You must submit the application before the closing date to be considered for that recruitment cycle.
3. Applications are reviewed after the closing date. Those applicants who meet the Minimum Qualifications (MQs) as shown in the job announcement will be invited to attend a mandatory Orientation session.
4. Applicants shall sign-up for, and attend, an in-person Orientation session in Dublin, California. This will provide an overview of the Reserve Program and collect required documentation. Applicants who both attend and provide the required documentation will be invited to advance to the next step.
5. Applicants will be scheduled for an in-person interview, either in Dublin or Castro Valley, California. Interviews occur over a single weekend and do not have make-up sessions available. Applicants who are successful with the interview will be invited to advance to the next step.
 - Applicants are encouraged to get a jump-start on required training from FEMA. Reserve Trainees are expected to have completed free, online training for [ICS-100](#), [ICS-200](#), [ICS-317](#), [ICS-700](#), [ICS-800](#) and provide proof of completion after Step 7.
 - Applicants are expected to possess and maintain a current CPAT card. More details are available from [FCTOnline.org](#). (Applicants with a valid CPAT card may use that card.)

- Applicants are expected to possess and maintain a valid Basic Life Support (BLS) Provider CPR card. This is available from various providers and community colleges throughout the Bay Area.

6. Applicants will be extended a Conditional Offer to join the Reserve Program. In this time, each person will be given information to schedule a Live-Scan fingerprint check and complete a background investigation (both via Alameda County Sheriff's Office (ACSO)). These are provided by ACSO at no cost to the Applicant.

7. Applicants who are cleared by ACSO will receive a Confirmed Offer to join the Reserve Program. These applicants are now expected to begin attending meetings, training and community events. A uniform shirt is issued once the required ICS course completions are submitted; all other uniform items are purchased at Applicant's expense.

If you have additional questions, you are invited to [contact us](#).



photo credit: sumodog/ACFD