

Red Oak Fire Rescue Career Development Resource Guide

Purpose

The purpose of the ROFR Career Development Program is to actively increase our member's knowledge base, confidence levels, and overall preparedness for career advancement opportunities within our organization.

Development Programs

1. Probationary Firefighter to Firefighter
2. Firefighter to Driver Engineer
3. Driver Engineer to Company Officer
4. Company Officer to Chief Officer

Probationary Firefighter

1. 40 hour orientation class
2. Probationary Firefighter Handbook
3. Peer review from non-probationary members of the assigned crew
4. Performance evaluation by the Station Captain
5. Final Review with the Station Captain and Fire Chief

Firefighter to Driver Engineer

1. Transitioning Handbook
 - a. Apparatus Inspection
 - b. Emergency Operations
 - c. Apparatus Positioning
 - d. Pump Operations
 - e. Aerial Operations
 - f. Role as a step up Officer
2. Apparatus Pumping Evaluation
3. Street / Highway Driving Evaluation
4. Company Performance Standards
5. Performance Evaluation by station Captain
6. Certifications / Education per Job Description

Driver Engineer to Company Officer

1. Transitioning Handbook
 - a. Fire Department Management
 - b. Records Management
 - c. Fire Department Budgeting
 - d. Human Resources Management
 - e. Resource Management
 - f. Community Relations
 - g. Managing Change; Looking into the future
 - h. Basic Emergency Management and EOC Operations
 - i. Formal Education
2. Fire Ground Strategies and Tactics
3. Company Performance Standards
4. 8 steps of employee counseling
5. Presentation Tips
6. IAFC Officer Development Handbook
7. Certifications / Education per Job Description

Company Officer to Chief Officer

1. Transitioning Handbook
 - a. Resource Management (Deploying Resources, Capital Management)
 - b. Code of professional conduct
 - c. Incident management
 - d. Managing Change
 - e. Emergency management
 - f. Fire Code Knowledge
 - g. Performance Measurement
 - h. Risk / Threat Assessment
 - i. Strategic Planning
 - j. Regulation, Standards, and Issues of Liability
 - k. Human Resources
 - l. Fiscal Management
 - m. Inter-Governmental Cooperation
 - n. Community Relations
 - o. Political Process
2. ICMA Managing Fire and Rescue Services
3. IAFC Officer Development Handbook
4. IAFC Crew Resource management manual
5. Duty Chief step up program
6. Certifications / Education per Job Description
7. Texas Fire Chiefs Academy