



LEADERSHIP & DEVELOPMENT GUIDE

Updated November 5, 2025

TABLE OF CONTENTS

Mission.....	1
Purpose.....	1
A Shared Responsibility	1
Growth vs. Advancement Explanation	2
Growth & Advancement Model.....	2
Career Advancement Opportunities.....	3
Firefighter/Paramedic	4
Engine Operator	5
Aerial Operator	6
Acting Lieutenant & Acting Lieutenant of Rescue.....	7
Lieutenant & Lieutenant of Rescue	8
Division Specific & Special Team Positions	9
Acting Captain & Acting Rescue Captain	10
Captain & Rescue Captain (SP502).....	11
Acting District Chief.....	12
District Chief.....	13
Division Chief.....	14
Deputy Chief of Emergency Services.....	15
Fire Rescue Chief.....	16
Resources	17

Associated Addendums

[LDG – Division & Special Teams Supplement](#)

[LDG – Mentorship Guide](#)

The links provided in this document are correct as of June 1, 2025.

They are reviewed and revised annually, however please refer to the *K:Drive\Policies*, *K:Drive\Safety & Training/Leadership & Development Guide* and *U:Drive\Human Resources/Job Descriptions* for the most accurate and current information.

MISSION

THE SPFR LEADERSHIP & DEVELOPMENT GUIDE is dedicated to cultivating motivated talent and fostering a culture of continuous growth and excellence within the department. Our mission is to enhance the capabilities of every member, ensuring the safety and well-being of the community we serve.

We are committed to providing accessible and equitable education and resources, empowering **all** members to reach their full potential and contribute to the collective strength of the department.

PURPOSE

With a commitment to support and development, SPFR provides this guide to highlight the path to advancement and organizational growth. When looking into career progression, follow these steps for guidance:

INVESTIGATE: Learn about the available opportunities

SET GOALS: Determine what steps are needed to qualify

PREPARE: Complete the pre-requisites. Talk to others for ideas and study strategies.

CONTRIBUTE: Observe those already in the position, ask questions. Volunteer to Act, if applicable.

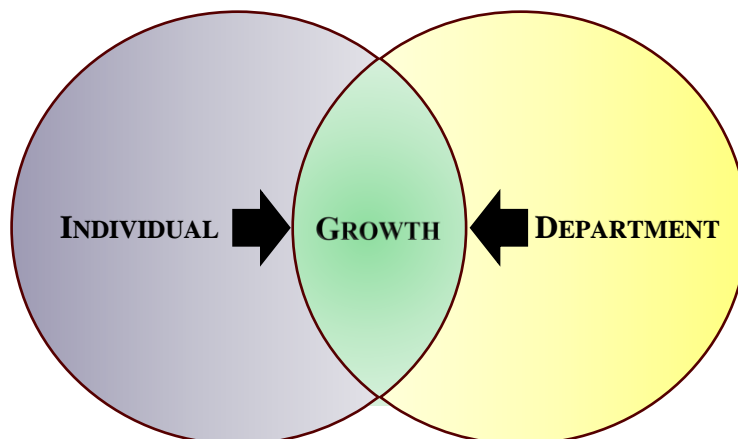
COMPETE: When the opportunity becomes available, follow all directions to be considered. Learn & study.

MEASURE SUCCESS: Talk to those who placed above & below you. Learn from both your & their mistakes.

A SHARED RESPONSIBILITY

Success is driven by an individual's motivation and dedication to preparation and commitment to personal growth. SPFR is committed to promoting advancement and providing a supportive learning environment. To support this, SPFR will offer training, education, and leadership development opportunities to assist and encourage personnel in reaching their goals.

To aid in professional growth, a variety of tools and resources, including a goal-setting worksheet, access to course-required textbooks and leadership self-evaluations, are available to guide individuals on their journey through the ranks. A clearly defined path can transform distant aspirations into achievable realities.



See the [Resources](#) section or contact a member of the Training Division for guidance.

GROWTH VS. ADVANCEMENT EXPLANATION

[Return to Table of Contents](#)

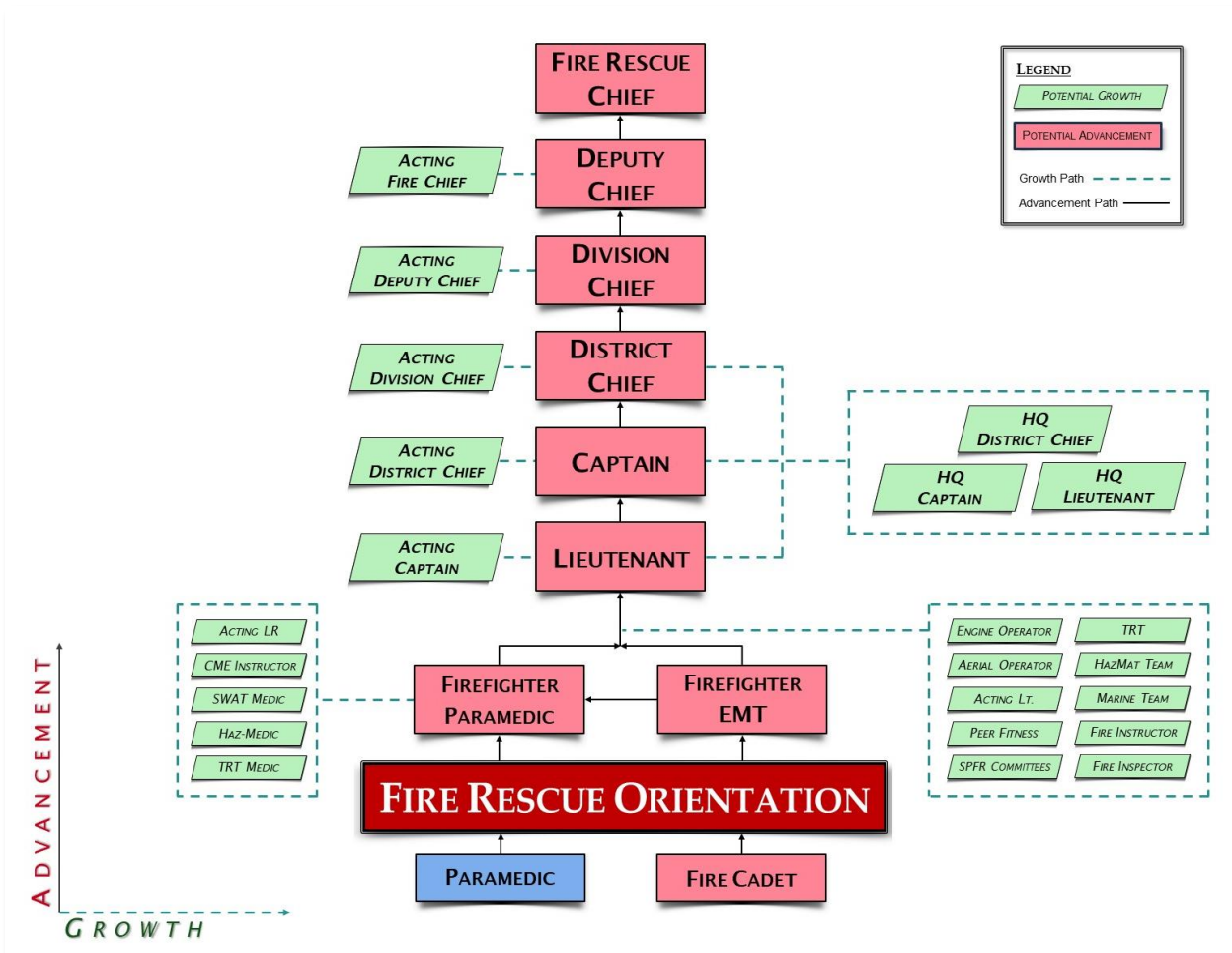
When considering career opportunities within the fire department, it's important to distinguish between **growth** and **advancement**.

Growth is the process of developing skills, knowledge, and experience that align with personal and professional goals. It is an ongoing effort that enhances your capabilities and prepares you for future opportunities. Growth can come from various sources, including reading, formal education, training courses, certifications, committee participation, and specialized job assignments within the department.

Advancement, on the other hand, refers to career progression within the department's command structure. This typically occurs through promotions or appointments to positions within a division. Advancement represents measurable career movement, but it is often influenced by the personal growth an individual has achieved along the way.

While personal growth does not guarantee career advancement, it plays a crucial role in positioning individuals for success. Those who invest in continuous development increase their chances of earning promotions and taking on leadership roles within the department. Ultimately, growth is the foundation that supports advancement.

GROWTH & ADVANCEMENT MODEL

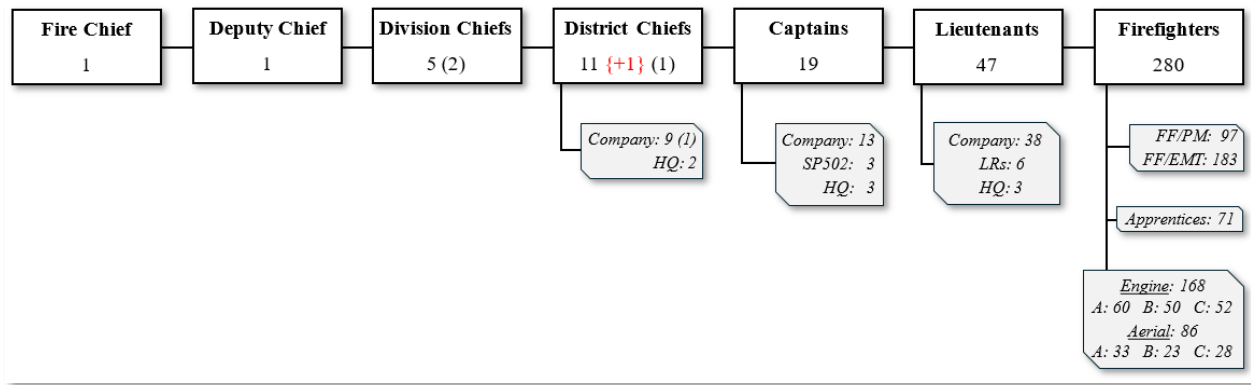


CAREER ADVANCEMENT OPPORTUNITIES

[Return to Table of Contents](#)

SPFR is committed to ensuring smooth employment transitions and fostering career growth. Succession planning is driven by organizational needs over time, including retirements, separations, and newly created positions—key components of every department’s staffing model. To navigate these transitions effectively, it’s essential to stay informed and prepared for promotional opportunities. Below is an overview of SPFR’s current staffing model, along with various secondary opportunities. Setting clear goals now will help you be better positioned when both anticipated and unexpected opportunities arise.

Current Staffing & Positions Numbers



ROLE READINESS SHEETS

The following pages contain ‘**Role Readiness Sheets,**’ designed to help individuals understand the requirements for both growth and advancement within the department.

Each sheet is organized into five color-coded sections, clearly outlining the specific steps needed to achieve the desired outcome. Additionally, they include links to relevant resources and courses to support professional development.

COLOR CODING KEY

Investigate:	Review the job description and relevant policy to familiarize yourself with the expectations.
Pre-Requisites:	Certifications, education and benchmarks required to be eligible to apply.
Permissions/ Approach:	Express interest in advancement, through the chain of command. Follow the policy or application process for that position.
Approvals:	Successful completion of the process will result in approvals specific for that position.
Additional Considerations:	Certifications, education & benchmarks required or preferred when considering promotional opportunities.

Links provided for some referenced material. See the [Resources](#) section for additional links and content

FIREFIGHTER/PARAMEDIC

[Return to Table of Contents](#)

INVESTIGATE

Review [City of St Petersburg Firefighter/Paramedic job description](#)

Review [Policy 502: Firefighter/Paramedic Promotion and Voluntary Demotion](#)

Review [Policy 155: Probationary Periods](#)

Review [Policy 301: Probationary Training Programs](#)

PRE-REQUISITES

Valid FL Class “D” Driver’s License

Pinellas County Certified Paramedic, in good standing

FL Firefighter’s Certificate of Compliance

PERMISSIONS

Submit a written request to the Rescue Division Chief.

* **Single-Certified Paramedics** who have completed probation and served at least one year with SPFR may be eligible to attend the fire academy. Upon successful completion of fire academy, they may be promoted to a firefighter paramedic position. [PM to Fire Transition FAQs](#)

Interested individuals should submit a memo to the Rescue Division Chief through the chain of command to apply.

APPROVALS

The Rescue Division Chief will determine approval based on current staffing needs.

ADDITIONAL CONSIDERATIONS

Probationary period of up to 7 months or successful completion of SPFR’s Paramedic Training Program.

ENGINE OPERATOR

[Return to Table of Contents](#)

INVESTIGATE

Review [Policy 302: Apparatus Driver Operator Requirements](#)

PRE-REQUISITES

Complete 3 years with SPFR and all JATC requirements

PERMISSIONS

Through the chain of command, submit the [Engine Operator Application](#) to the Training Division via the Target Solutions assignment.

APPROVALS

Completion of Department or State Certified Pump Class (*ATPC 17874*)

(80% on written test & 90% on each practical evolution)

EVOC or CEVO course completion

[Engine Operator Task Book](#): Completed and signed through chain of command and submitted through Target Solutions

Must be completed within 4 months of class completion date

DMV Driving Record - requested and approved by the Training Chief

40 hours of Target Solutions driver training for the first year & 12 hours every year afterward

Must be completed by the end of the calendar year to meet the minimum ISO New Driver requirement.

ADDITIONAL CONSIDERATIONS

The Training Division Chief will review and approve all Engine Operator participants that have completed the above requirements. The Training Chief will notify approval to operate as an Engine Operator to the District Chiefs and Payroll. Driver training through Target Solutions must be completed annually to remain in good standing.

AERIAL OPERATOR

[Return to Table of Contents](#)

INVESTIGATE

Review [Policy 302: Apparatus Driver Operator Requirements](#)

PRE-REQUISITES

Complete 3 years and all JATC requirements

One year as an SPFR Engine Operator, unless assigned to Station 9 at the time of the class or approved by the Training Chief.

PERMISSIONS

Through the chain of command, submit the [Aerial Operator Application](#) to the Training Division via the Target Solutions assignment.

APPROVALS

Completion of Department or State Certified Aerial Class (ATPC 703)
(80% on written test & 90% on each practical evolution)

EVOC or CEVO course completion

[Aerial Operator Task Book](#) Completed and signed through chain of command and submitted through Target Solutions

Must be completed within 4 months of class completion date

DMV Driving Record- requested and approved by the Training Chief

ADDITIONAL CONSIDERATIONS

The Training Division Chief will review and approve all Aerial Operator participants that have completed the above requirements. The Training Chief will notify approval to operate as an Aerial Operator to the District Chiefs and Payroll. Driver training through Target Solutions must be completed annually to remain in good standing.

ACTING LIEUTENANT & ACTING LIEUTENANT OF RESCUE

[Return to Table of Contents](#)

INVESTIGATE

Review [Policy 208 Guidelines for Acting Officers](#)

Review [Policy 109 Eligibility for Promotional Assessment](#)

Review [City of St. Petersburg Lieutenant job description](#)

Review [Union Contract](#), specifically Article 28: Promotional Process

PRE-REQUISITES

Acting Lt.:

Three years with the SPFR Department

Completion of these two courses:

- Firefighting Tactics I (BFST 1810) or equivalent
- Company Officer/Leadership (BFST 2720) or equivalent

All actors are encouraged to complete the department's Officer Development course, or an equivalent approved by the Training Chief.

Acting LR:

Successful completion of the *Acting Lieutenant Qualification Program* with all requirements met.

Pinellas County Certified Paramedic, in good standing

PERMISSIONS

Acting Lieutenant: After discussion of interest with your direct supervisor, self-assign and submit the [Acting Lieutenant Interest Form](#) and required certificates via Target Solutions.

Acting LR: Upon completion of *Acting Lt. Qualification Program* and after discussion of interest with your direct supervisor, the Rescue Division will notify the Training Division that the FF/PM will begin the *Acting Lieutenant of Rescue Qualification Program*. Training Division will assign via Target Solutions.

APPROVALS

Acting Lt.:

Complete *Acting Lt. Qualification Program* in Target Solutions within 6 months of Acting Lt. Interest Form submission:

- Leadership, ICS, Educational Assignments
- Submission of the [Acting Lieutenant Task Book](#) with required signatures, for validation

Acting LR:

Express interest to your LR

Submission of the [Lieutenant of Rescue Task Book](#) with required signatures via Target Solutions, for validation

ADDITIONAL CONSIDERATIONS

Acting Lt.: Once completed and approved by the Training Chief, approval to function as an Acting Lieutenant will be forwarded to the Suppression Chief, District Chiefs and Payroll.

Acting LR: Once completed, the Rescue Division will determine approval based on current staffing needs.

Investigate the next promotional step.

LIEUTENANT & LIEUTENANT OF RESCUE

[Return to Table of Contents](#)

INVESTIGATE

Review [Policy 109 Eligibility for Promotional Assessment](#)

Review [City of St. Petersburg Lieutenant job description](#)

Review [Union Contract](#), specifically Article 28: Promotional Process

Review [LDG – Division & Special Teams Supplement](#)

PRE-REQUISITES

Six years as a firefighter and/or firefighter/paramedic with SPFR immediately prior to application closing date

State Fire Officer I certificate

Course Completions:

- | | |
|--|---|
| – Fire Service Course Design (BFST 2741) | – Fire Prevention Practices (BFST 1505) |
| – Firefighting Tactics and Strategy II (BFST 2811) | – Private Fire Protection Systems I (BFST 1540) |

ICS-300: Intermediate ICS for Expanding Incidents

A minimum of 31.5 hours of college credit

* Lieutenants of Rescue are required to be Pinellas County Certified Paramedics

PERMISSIONS

Upon announcement of an upcoming Lieutenant’s Promotional Assessment, follow posted instructions to submit interest and required documentation.

Refer to the #Memo Lieutenant Job Posting for recommended study resources. Utilize current material, found on the K-Drive. Books may be available for check out from the Training Division library.

Tactics training is available with the Training Division Chief and may be scheduled with the Training Division administrative assistant.

APPROVALS

The Lieutenant’s Promotional Assessment includes a written and practical exam.

When being considered for promotion, there may be an interview with the Fire Rescue Chief, or their representative.

ADDITIONAL CONSIDERATIONS

[ICS-Q0297: Command and Control Decision-Making at Multi Alarm Incidents](#)

LRs: [FL Incident Safety Officer](#), [Health & Safety Officer](#), [Safety Officer](#)

Once promoted, completion of the ‘Acting Captain Qualification Program’ credential to be considered as an acting captain.

Investigate the next promotional step.

DIVISION SPECIFIC & SPECIAL TEAM POSITIONS

[Return to Table of Contents](#)

INVESTIGATE

Review [LDG – Division & Special Teams Supplement](#) for an in-depth list of preferred course completions and certifications, some of which will be assigned after appointment to the role.

Certain Division positions are eligible for Assignment Pay, based on specific active certifications held. Eligible positions are noted with an asterisk below and the qualifying certifications can be found in the current Union contracts and LDG-Division & Special Teams Supplement.

PRE-REQUISITES

SPFR utilizes several positions that have specific job duties but are not classified separately from the traditional rank structure. The *LDG – Division & Special Teams Supplement* includes the preferences and requirements of the Division specific positions, many of which may be obtained after appointment.

Fire Rescue Chief's Office

Officer of Special Projects

Suppression Division

District Chief of Logistics (SP201)*

Training Division

Captain (SP301)*

Lieutenant (SP302)*

Specialist (SP303)

Prevention Division

Deputy Fire Marshal | Captain (SP401)*

Deputy Fire Marshal | Lieutenant (SP402)*

Rescue Division

District Chief (SP501)*

Captain (SP502 & SP503*)

Lieutenant (LR1 & LR13)

Special Teams

Technical Rescue Team

HazMat Team

SWAT Medic

Dive/Boat Team

Additional Department Roles

SPFR Fire Instructor

SPFR & County CME Instructor

CPR Instructor

Paramedic Preceptors

Peer Support & CISM Team Member

Peer Fitness Trainer

Recruiter

Video Crew

PERMISSIONS

Submit a written request to the appropriate Division Chief or commander.

APPROVALS

Division Chiefs will determine approvals and placements based on current staffing needs.

ADDITIONAL CONSIDERATIONS

Investigate the next promotional step.

For advancement opportunities, consider obtaining:

– Bachelors or Masters degree

– [CPSE Fire Officer Certification](#)

ACTING CAPTAIN & ACTING RESCUE CAPTAIN

[Return to Table of Contents](#)

INVESTIGATE

- Review [Policy 208 Guidelines for Acting Officers](#)
- Review [Policy 109 Eligibility for Promotional Assessment](#)
- Review [City of St. Petersburg Captain job description](#)
- Review [Union Contract](#), specifically Article 28: Promotional Process

PRE-REQUISITES

Preference will be given to personnel on the current Captain Eligibility List

* Acting Rescue Captains are required to be Pinellas County Certified Paramedics

PERMISSIONS

Acting Capt.:

After discussion of interest with your direct supervisor, express interest to the district chief to act as captain.

Complete *Acting Captain Qualification Program* in Target Solutions within 6 months of [Acting Captain Interest Form](#) submission:

- Educational Assignments
- Leadership & ICS Assignments
- Submission of the [Acting Captain Task Book](#) with required signatures, for validation

Acting Rescue Captain:

Express interest to your company officer.

Upon completion of the *Acting Captain Qualification Program*, SP502 will notify the Training Division that the LR will begin the [Acting Rescue Captain/SP502 Task Book](#). The Training Division will assign via Target Solutions and Lt. will submit when complete, with required signatures for validation.

APPROVALS

Upon completion of the *Acting Captain Task Book*, the Suppression Division Chief will determine approval based on current staffing needs.

Upon completion of the *Acting Rescue Captain Task Book*, the Rescue Division Chief will determine approval based on current staffing needs.

ADDITIONAL CONSIDERATIONS

Investigate the next promotional step.

For advancement opportunities, consider obtaining:

- Associates, Bachelors or Masters degree
- [CPSE Fire Officer Certification](#)

CAPTAIN & RESCUE CAPTAIN (SP502)

[Return to Table of Contents](#)

INVESTIGATE

Review [Policy 109 Eligibility for Promotional Assessment](#)

Review [City of St. Petersburg Captain job description](#)

Review [Union Contract](#), specifically Article 28: Promotional Process

Review [LDG – Division & Special Teams Supplement](#)

PRE-REQUISITES

One year as a lieutenant with SPFR immediately prior to the application closing date

[State Fire Officer II](#) certificate

Provide proof of an AA or AS degree from an accredited educational institution

* Rescue Captains are required to be Pinellas County Certified Paramedics

PERMISSIONS

Upon announcement of an upcoming Captain's Promotional Assessment, follow posted instructions to submit interest and required documentation.

Refer to the #Memo Captain's Job Posting for recommended study resources. Utilize current material, found on the K-Drive. Books may be available for check out from the Training Division library.

Tactics training is available by appointment with the Training Division and may be scheduled with the Training Division administrative assistant.

APPROVALS

The Captain's Promotional Assessment consists of multiple assessment exercises.

When being considered for promotion, there may be an interview with the Fire Rescue Chief, or their representative.

ADDITIONAL CONSIDERATIONS

[ICS-400: Advanced ICS Command and General Staff-Complex Incidents \(V 2019/Post 05/10/2019\)](#)

[ICS-Q0297: Command and Control Decision-Making at Multi Alarm Incidents](#)

[FEMA Incident Management Team Courses: 0960, 0962, 0967](#)

*Rescue Captains: [FL Safety Officer](#)

Once promoted, completion of the *Acting District Chief Qualification Program* to be considered as an acting district chief.

For advancement opportunities, consider obtaining:

– Bachelors or Masters degree

– [CPSE Fire Officer Certification](#)

Investigate the next promotional step.

ACTING DISTRICT CHIEF

[Return to Table of Contents](#)

INVESTIGATE

- Review [Policy 208 Guidelines for Acting Officers](#)
- Review [Policy 109 Eligibility for Promotional Assessment](#)
- Review [City of St. Petersburg District Chief job description](#)
- Review [Union Contract](#), specifically Article 28: Promotional Process

PRE-REQUISITES

- Fire captain with SPFR for at least 6 months
- SPFR Captain's Officer Development, *completed or will be scheduled for the next opportunity*

PERMISSIONS

After discussion of interest with your direct supervisor, self-assign and submit the [Acting District Chief Interest Form](#) via Target Solutions.

DCs will schedule ride time to equal a minimum of 144 hours of total ride time between all three districts.

Complete *Acting District Chief Qualification Program* in Target Solutions within 6 months of *Acting District Chief Interest Form* submission:

- Submission of the [DC5](#), [DC6](#), [DC10](#) *Task Books* with required signatures, for validation

APPROVALS

Upon completion of the *Acting District Task Books*, the Suppression Division Chief will determine approval based on current staffing needs.

ADDITIONAL CONSIDERATIONS

- Investigate the next promotional step.
- For advancement opportunities, consider obtaining:
 - Bachelors or Masters degree
 - [CPSE Fire Officer Certification](#)

DISTRICT CHIEF

[Return to Table of Contents](#)

INVESTIGATE

Review [Policy 109 Eligibility for Promotional Assessment](#)

Review [City of St. Petersburg District Chief job description](#)

Review [Union Contract](#), specifically Article 28: Promotional Process

PRE-REQUISITES

One year experience as a Fire Captain with SPFR immediately prior to the application closing date

Possess a State Fire Officer II certificate

Provide proof of an AA or AS degree from an accredited educational institution

Provide proof of undergraduate college credit from an accredited educational institution,
or successful completion of at least forty (40) hours of National Fire Academy course work

PERMISSIONS

Upon announcement of an upcoming District Chief's Promotional Assessment, follow posted instructions to submit interest and required documentation.

Refer to the #Memo District Chief's Job Posting for recommended study resources. Utilize current material, found on the K-Drive. Books may be available for check out from the Training Division library.

Tactics training is available by appointment with the Training Division Chief or Captain and may be scheduled with the Training Division administrative assistant.

APPROVALS

The District Chief Promotional Assessment consists of moderated assessments.

When being considered for promotion, there may be an interview with the Fire Rescue Chief, or their representative.

ADDITIONAL CONSIDERATIONS

Investigate the next promotional step.

[ICS-Q0297: Command and Control Decision-Making at Multi Alarm Incidents](#)

[FEMA Incident Management Team Courses: 0950, 0958, 0960, 0962, 0967, 0973, G-191](#)

For advancement opportunities, consider obtaining:

- Bachelors or Masters degree
- [NFA Executive Fire Officer Certification](#)
- [CPSE Credentialing](#) (Chief Fire Officer, Chief EMS Officer, Chief Training Officer, Fire Marshal, Fire Officer, Public Information Office)

DIVISION CHIEF

[Return to Table of Contents](#)

INVESTIGATE

- Review [City of St. Petersburg Division Chief of Suppression job description](#)
- Review [City of St. Petersburg Division Chief of Safety & Training job description](#)
- Review [City of St. Petersburg Division Chief of Prevention/Fire Marshal job description](#)
- Review [City of St. Petersburg Division Chief of Rescue job description](#)
- Review [City of St. Petersburg Division Chief of Administration job description](#)
- Review [LDG – Division & Special Teams Supplement](#)

PRE-REQUISITES

Valid State of Florida: Driver's License, EMT or Paramedic certification and Firefighter certification
State Fire Officer I

Suppression Chief: State Fire Officer I certification before 2015, Fire Officer II after 2015

Bachelors Degree, Masters Degree is preferred

Division Specific Credentials:

Fire Marshal: NFPA Fire Protection Specialist & FL Fire Safety Inspector II (*within 12 months of hire*)

Rescue: FL Paramedic Certification

Safety & Training: FL Fire Instructor II

Completion of and/or application to the [NFA Executive Fire Officer](#) program; or possession/application for a [Chief Officer Designation](#) (CFO, CEMSO, CTO, or FM); thereafter, possession and maintenance of designation is required.

PERMISSIONS

Upon announcement of a Division Chief opportunity, typically posted on the City of St. Petersburg job postings site, follow posted instructions to submit interest and required documentation.

APPROVALS

City of St. Petersburg and St. Petersburg Fire Rescue representatives will reach out if selected to participate in the process.

ADDITIONAL CONSIDERATIONS

Investigate the next promotional step.

[FEMA Incident Management Team Courses: 0950, 0958, 0960, 0962, 0967, 0973, G-191](#)

For advancement opportunities, consider obtaining:

- Bachelors or Masters degree
- Additional [CPSE Credentialing](#) (Chief EMS Officer, Chief Training Officer, Fire Marshal, Fire Officer, Public Information Officer)

DEPUTY CHIEF OF EMERGENCY SERVICES

[Return to Table of Contents](#)

INVESTIGATE

Review [City of St. Petersburg Deputy Chief of Emergency Services job description](#)

Review [LDG – Division & Special Teams Supplement](#)

PRE-REQUISITES

Valid State of Florida: Driver's License, EMT or Paramedic certification and Firefighter certification

State Fire Officer I certification

Bachelors Degree with pursuit of or obtained Masters Degree is preferred

Completion of and/or application to the [NFA Executive Fire Officer](#) program; or possession/application for a [Chief Officer Designation](#) (CFO, CEMSO, CTO, or FM); thereafter, possession and maintenance of designation is required.

PERMISSIONS

Upon announcement of a Deputy Chief opportunity, typically posted on the City of St. Petersburg job postings site, follow posted instructions to submit interest and required documentation.

APPROVALS

City of St. Petersburg and St. Petersburg Fire Rescue representatives will reach out if selected to participate in the interview process. The interview process may be multi-staged and consist of one-on-one or panel interviews.

ADDITIONAL CONSIDERATIONS

Additional requirements may be disclosed during the interview process.

[FEMA Incident Management Team Courses: 0950, 0958, 0960, 0962, 0967, 0973, G-191](#)

For advancement opportunities, consider obtaining:

- Bachelors or Masters degree
- [NFA Executive Fire Officer Certification](#)
- Additional [CPSE Credentialing](#) (Chief EMS Officer, Chief Training Officer, Fire Marshal, Fire Officer, Public Information Officer)

FIRE RESCUE CHIEF

[Return to Table of Contents](#)

INVESTIGATE

Review [City of St. Petersburg Fire Chief job description](#)

PRE-REQUISITES

Valid State of Florida: Driver's License, EMT or Paramedic certification and Firefighter certification

Bachelors Degree required, Masters Degree is preferred

Completion of and/or application to the [NFA Executive Fire Officer](#) program; or possession/application for a [Chief Officer Designation](#) (CFO, CEMSO, CTO, or FM); thereafter, possession and maintenance of designation is required.

PERMISSIONS

Upon announcement of a Fire Rescue Chief opportunity, typically posted on the City of St. Petersburg job postings site, follow posted instructions to submit interest and required documentation.

APPROVALS

City of St. Petersburg and St. Petersburg Fire Rescue representatives will reach out if selected to participate in the interview process. The interview process may be multi-staged and consist of one-on-one or panel interviews.

ADDITIONAL CONSIDERATIONS

Additional requirements may be disclosed during the interview process.

RESOURCES

[Return to Table of Contents](#)

CLASSES AND CERTIFICATIONS

[Courses](#)

- Company Officer (BFST 2720)/Leadership or equivalent
- Firefighting Tactics I (BFST 1810) or equivalent
- Firefighting Tactics and Strategy II (BFST 2811)
- Fire Prevention Practices (BFST 1505)
- Fire Service Course Design (BFST 2741)
- Private Fire Protection Systems I (BFST 1540)

[Florida Fire Certifications](#)

For information about State of Florida certifications including Fire Officer I, Fire Officer II, Inspectors, Instructors, and Incident Safety Officer. [Florida Fire Officer Certification Track](#)

[NIMS Course Resources](#)

Links for current versions of 100, 200, 300, 400, 700, 800 and Q0297 are available in Target Solutions, [FDEM](#) or the [NIMS Course Resources](#)

A comprehensive listing of available basic and advanced ICS classes can be found in the NIMS Course Resources,

[NFPA Fire Protection Specialist](#)

CREDENTIALS

[CPSE Credentialing](#)

For additional information on CPSE Credentials: Chief Fire Officer, Chief EMS Officer, Chief Training Officer, Fire Marshal, Fire Officer & Public Information Officer.

Applicants have one year to complete the credentialing process.

[CPSE Credentialing](#) workflow may also provide some assistance.

[NFA Executive Fire Officer](#)

The EFO Program provides you with leadership skills you can use to strengthen your organization and help make your community more resilient.

Applications are accepted November 1st-30th, or when the first 500 applications are received; whichever comes sooner.

[NFA EFO Handbook](#) - An outline of the program which includes a timeline and description of the application process.

FINANCIAL ASSISTANCE OPPORTUNITIES

City of St. Pete: [Tuition Reimbursement Program](#) (For most up-to-date policy, visit the City Intranet)

Patterson Charitable Trust Scholarship: [Application](#) & [Workflow](#)

St. Petersburg Fire Rescue: some certifications or courses may be covered by SPFR. Through the chain of command, contact the Division Chief of the related class/course.

LEADERSHIP & CAREER ADVANCEMENT

[Big Five Personality Profile – Self Assessment](#)

[Employee Goals Worksheet](#)

[LDG – Division & Special Teams Supplement](#)

[Leadership Doctrine](#)

[Leadership Self-Evaluation](#)

[PM to Fire Transition FAQs](#)

[St. Pete Way](#)

EXECUTIVE DEVELOPMENT OPPORTUNITIES

Membership and courses may have a cost

[Florida Fire Chiefs' Association](#): Accepts all ranks as members

[International Association of Fire Chiefs](#): Accepts all ranks as members

[IAFC Executive Development Institute \(for new and aspiring Fire Chiefs\)](#)

ADDITIONAL INFORMATION

Fire and Emergency Services Higher Education (FESHE) - A program created and used by the NFA and FEMA to improve and standardize training, certifications and education related to the fire service. Of particular interest, they maintain a [list of FESHE-recognized schools/programs](#). <https://www.usfa.fema.gov/nfa/about/feshe/>