



FIREFIGHTER (EXEMPT)

12 Month Term

INTERNAL POSTING

\$77,041 – 109,842 annually (2024 rates)

The District of North Saanich invites applications for the full-time position of Firefighter. The position of Firefighter is a multi-faceted position requiring a good working knowledge of all aspects of the fire service, particularly experience and education in fire prevention, training and inspection services. As a public liaison for the department, a strong emphasis will be based on interpersonal and relationship skills.

If you have the following characteristics and qualifications, we would like to hear from you!

The ideal candidate will possess a High School Graduation or equivalency, NFPA 1001 Fire Fighter I and II certification with appropriate IFSCA or Pro Board Seals, Driver's Licence Abstract with not more than six ICBC penalty points, Valid Class 3 B.C. Driver's Licence with air brake endorsement, Current B.C. EMA Licensing Board First Responder License (or higher level EMA License - EMR, PCP, ACP), completion of the University of Victoria Firefighter Physical Abilities Test, vision and hearing that meets criteria as per NFPA 1582 Chapter 6, and experience as a career or volunteer firefighter, or an acceptable combination of experience, education and training. Experience with Fire Prevention activities including fire inspections and Firefighter training activities is desirable.

More information on this opportunity is available for review in the Employment section of the North Saanich website at www.northsaanich.ca.

This opportunity is available to employees of the District of North Saanich and/or members in good standing with the North Saanich Volunteer Firefighters' Association. Qualified applicants are invited to submit a **completed** application package (see application form for a list of required documentation) quoting competition number **24-20**, on or before **4:00 PM Monday, July 8th, 2024** to:

Rachel Dumas, Deputy CAO / Director of Corporate Services
District of North Saanich
1620 Mills Road
North Saanich, B.C. V8L 5S9
careers@northsaanich.ca

The District of North Saanich thanks all applicants however, only those selected for an interview will be contacted.



DISTRICT OF NORTH SAANICH

Department: Emergency Services

Position Title: Firefighter

Effective Date: April 2021

Revised Date: June 2024

Reports to: Director of Emergency Services

Positions Supervised: N/A

Position Summary

Under the direction of the Director of Emergency Services, the Firefighter is a multi-faceted position requiring a good working knowledge of all aspects of the fire service including fire prevention/inspections and training. As a public liaison for the Department, a strong emphasis will be based on interpersonal and relationship skills.

The Firefighter conducts and assists senior management with the administration of the Fire Department. Considerable independence of action and judgement is required when responding to emergencies or assisting in prevention and training activities.

Key Responsibilities

- Answers all emergency fire, rescue and medical calls during normal working hours and perform all duties of a Firefighter under the direction of the Fire Chief or senior officer. If responding to an emergency call after hours it shall be on a volunteer basis.
- Assists in the preparation and upkeep of pre-fire information and fire safety plans.
- Assists with fire prevention and training activities.
- Assists as required with routine minor maintenance of all apparatus and fire equipment.
- Assists in all maintenance at fire stations and grounds.
- Provides administrative support to the Deputy Fire Chief and Fire Chief as required.
- Participates in the training and drill schedule every Tuesday evening for two hours as part of his/her ongoing training as a volunteer.
- Assists the Fire Chief and other staff with the scheduled after hours call out Duty Chief responsibilities on a rotational basis or as needed.

Minimum Qualifications

- Must be legally entitled to work in Canada.

Education, Certification, and Training:

- High School Graduation or equivalency.
- NFPA 1001 Fire Fighter I and II certification with appropriate IFSAC or Pro Board Seals.
- Driver's License Abstract with not more than six ICBC penalty points.
- Valid Class 3 B.C. Driver's Licence with air brake endorsement.
- Current BC EMA Licensing Board First Responder License (or higher level EMA License – EMR, PCP, ACP).
- Vision and hearing that meets criteria as per NFPA 1582 Chapter 6.
- Trades or other qualification relevant to the position would be an asset.

Experience:

- Experience as a firefighter in a career or volunteer department.
- An equivalent combination of education and experience may be considered.
- Experience with Fire Prevention activities including fire inspections and Firefighter training activities is desirable.

Knowledge, Skills, and Abilities

- Ability to make sound decisions in a timely manner.
- Ability to communicate effectively both verbally and in writing.
- Ability to adjust to a changing work environment and be flexible in response.
- Proven leadership, with the ability to work effectively with others in a team environment.
- Knowledge and ability to work effectively with computers, programs and software.
- Ability to provide excellent service to both internal and external customers.
- Ability to establish and maintain respectful and cooperative working relationships.

Job Provisos

- Must maintain certification as a valid First Responder Level III.
- Must successfully complete University of Victoria Firefighter Physical Abilities Test.
- Must undergo a criminal Record Check with vulnerable sector check.
- Must maintain membership with both the Fire Prevention Officers Association and the BC Training Officers Association.
- May be required to perform additional duties as assigned by supervisor.
- For reasons of operational efficiency, must reside in the vicinity of North Saanich and be an active member in good standing of the North Saanich Volunteer Fire Department.
- Hours of work would be Monday to Friday or Sunday to Thursday from 09:30 - 18:00 or 06:00 – 14:30 with hours subject to change based on operational needs with advanced notice provided.
- Requirement for a minimum of 3 overnight shifts per month.



NORTH SAANICH FIRE DEPARTMENT

986 Wain Road, North Saanich, British Columbia V8L 5N8
THE DISTRICT OF NORTH SAANICH
www.northsaanich.ca/fire

Employment Application for the Position of Fire Fighter

First Name:

Last Name:

Address:

City:

Province:

Postal Code:

Telephone:

Email:

This fillable application form must be completed by the applicant in as much detail as possible. Completed application forms are to be submitted along with supporting documentation as specified in this form to Rachel Dumas, Director of Corporate Services at careers@northsaanich.ca.

If the question asked is not applicable to you, kindly indicate by "N/A". All questions **must** be completed by the applicant. Where a resume is submitted along with this form, and the resume responds to a question in the application, please note on the application, "see resume."

Attach a separate sheet if there is insufficient room for your answer to a question.

Are you currently a District of North Saanich employee? Yes No

Are you legally authorized to work in Canada? Yes No

If no, and you are selected for employment, you will be required to submit proof of work authorization issued by Canada Employment and Immigration.

Do you have any disability or health condition which may interfere with your ability to perform the duties of the position applied for? Yes No

If yes, please specify:

1. EDUCATION AND TRAINING (Do not complete if details are included in attached resume.)

	Name/Location	Dates Attended	Course/Major	Grade/Degree/Diploma
Secondary / High School				
Technical / Business				
University				
Other				

2. EMPLOYMENT HISTORY (Do not complete if details are included in attached resume.)

Employer and Location:

Dates of Employment:

Supervisor's Name:

Phone:

Position:

Reason for Leaving:

Major Duties:

Employer and Location:

Dates of Employment:

Supervisor's Name:

Phone:

Position:

Reason for Leaving:

Major Duties:

Employer and Location:

Dates of Employment:

Supervisor's Name:

Phone:

Position:

Reason for Leaving:

Major
Duties:

Employer and Location:

Dates of Employment:

Supervisor's Name:

Phone:

Position:

Reason for Leaving:

Major
Duties:

3. GENERAL INFORMATION

List class of valid BC

Driver's License:

Air brake endorsement:

Yes

No

Note: A fire fighter is required to hold a valid Class 3 BC Driver's License, with air endorsement. The information above will be verified and a Driver's License Abstract from ICBC must be provided with your application package.

Have you ever been convicted of a criminal offence related to employment?

Y

Yes

No

If yes, please provide details:

4. DOCUMENT CHECKLIST

The following documentation **MUST** be included with this application:

- Completed North Saanich Fire Department Fire Fighter Application Form
- Copy of NFPA 1001 Level 1 and 2 certification
- Copy of ICBC Driver's Abstract with less than 6 points
- Copy of valid Class 3 BC Driver's License, or equivalent
- Criminal Record Check – Vulnerable Sector
- Copy of valid EMA First Responder Certificate (or higher level of EMA license)
- Copies of licenses and certifications that are relevant to the position of fire fighter
- Applicant resume

5. ADDITIONAL QUALIFICATIONS AND ATTRIBUTES

6. MEDICAL HISTORY

Firefighting, and the associated training, is physically demanding. Do you have any medical conditions that may restrict you in performing your duties as a fire fighter?

Yes No

If yes, please provide details:

7. REFERENCES

Please provide the names, addresses, and telephone numbers for a minimum of three references from current or previous **employers**. You may also submit personal references in support of your application; however, they will not be accepted in place of current or previous employment references.

Reference Name:

Company:

Address:

Telephone:

Reference Name:

Company:

Address:

Telephone:

Reference Name:

Company:

Address:

Telephone:

Reference Name:

Company:

Address:

Telephone:

8. FIREFIGHTING AS A CAREER

In paragraph form, indicate what you think your role as a fire fighter should be, and outline the qualities you have which you can offer the North Saanich Fire Department and community.

In paragraph form, indicate why you wish to become a fire fighter.

In paragraph form, indicate what sets you apart from other qualified applicants.

9. READ CAREFULLY BEFORE SIGNING

Engagement as a member of the North Saanich Fire Department is contingent upon successfully completing a series of physical examinations and interviews, followed by an extensive investigation of your records and references.

In the event of a grievance relating to a job competition in which I participated, I consent to the release of information contained in this application and the competition results for any purpose related to the grievance.

By completing the below signature line, I certify the information provided on this application or attachments/resume is true and complete and unless indicated otherwise, hereby authorize The Corporation of the District of North Saanich to contact any references or employers listed above to verify the information submitted. I understand that if any information in this application or attachments/resume is found to be untrue or incomplete, my application may be rejected or in the event that I am a successful applicant, may result in dismissal.

Applicant:

Date:

This collection of personal information is authorized under the *Local Government Act, Community Charter* and section 26 (c) of the *Freedom of Information and Protection of Privacy Act*. The information will be used for managing your employment. Questions can be directed to the District's Privacy Officer at: 1620 Mills Road, North Saanich BC, V8L 5S9, t. 250-656-0781, e. corporateservices@northsaanich.ca



**School of Exercise Science, Physical & Health Education
University of Victoria**

~ University of Victoria Firefighter Physical Abilities Test ~

Medical Clearance for Testing

Applicant name _____

This program is designed to **evaluate the physical work capacities of healthy, physically active individuals**. Each test requires a maximal effort. All of the tests are completed while wearing firefighting personal protective equipment (PPE) that weighs approximately 22 kg (50 lb). This ensemble includes: helmet, flash-hood, gloves, pants, boots, jacket, and self-contained breathing apparatus (SCBA). The applicant is not required to breathe from the SCBA, but must carry it. For safety during the treadmill test, running shoes are substituted for firefighting boots. The tests are administered by the School of Exercise Science, Physical & Health Education at the University of Victoria, and are **not medically supervised**. The test procedures are described briefly below:

Aerobic Endurance

Maximum oxygen uptake (VO_{2max}) will be predicted during a progressive, incremental exercise test to exhaustion on a treadmill. During the test heart rate is monitored continuously with a telemetry system. Depending on fitness level and motivation, this test normally requires the individual to walk on the treadmill for between 10 – 20 minutes. Regardless of the fitness level of the individual, the test normally involves a maximal effort and is terminated when the person is too fatigued to continue exercise. Combined with the exercise stress, the weight and heat retention properties of the PPE result in a significant level of fatigue. After completing the treadmill test, the applicant will rest for 60 minutes before moving on to the job-related performance tests.

JOB-RELATED PERFORMANCE TESTS

Prior to completing the job-related tests, the applicant will complete a “walk-through” session where they are allowed to practice each of the tasks. This takes approximately 30 minutes and serves to familiarize the applicant with testing procedures and provides a suitable warm-up for the demanding tests that follow. Each test is followed by a rest period of 3 minutes for recovery and hydration. Applicants are not permitted to leave the testing area or remove the PPE during the rest periods.

Charged Hose Advance Test

Applicants drag a charged (full of water) 38 mm (1.5 inch) hose a distance of 45 m (125'). Three 15 m (50') lengths of hose are “snaked” behind the starting line. The nozzle is held over the shoulder and applicant advances to the finish line as quickly as possible. This test assesses lower body strength and anaerobic power.

High Volume Hose Pull Test

Applicants pull a bundle of hose weighing approximately 56 kg (123 lb) a distance of 15 m (50') over a smooth concrete floor using a rope. This task is repeated 3 times. During this test, the applicant is stationary and must pull the hose bundle towards them using 16 mm (5/8") rope. This test assesses upper body strength, power, and endurance.

Forcible Entry Simulation Test

Using a 3.6 kg (8 lb) "dead blow" sledge hammer, the applicant moves a weighted truck tire (102 kg or 200 lb) a distance of 30.5 cm (12") as rapidly as possible. This test assesses muscle strength, power and endurance, particularly in the upper body.

Victim Drag Test

The applicant drags a mannequin weighing 68.2 kg (150 lb) a total distance of 30 m (100'). The test starts with the mannequin lying "face-up" on the floor and the applicant standing. The applicant lifts the mannequin and walks backwards for 15 m, turns around a traffic cone and returns to the start line as quickly as possible. This test assesses strength, power, and agility.

Ladder Climb Test

The applicant climbs a 7.3 m (24') ladder to the 10th rung and returns to the floor as quickly as possible. This task will be repeated five times. This test assesses muscle strength, endurance, and anaerobic capacity.

Equipment Carry/Vehicle Extrication Test

The applicant carries small (18 kg or 40 lb) and large (36 kg or 80 lb) vehicle extrication tools (the "Jaws of Life") a total distance of 30 m (100'). In addition, the applicant will lift and hold the 18 kg tool in specific positions that simulate the work required to remove a vehicle door. The tools will then be returned to the storage cabinet. This test is designed to evaluate the strength required to lift, carry and use heavy tools in rescue situations.

Is this individual taking any medication that could affect normal physiological responses to exercise? No _____ Yes _____ If yes, please explain.

Resting heart rate: _____ bpm **Resting BP:** _____ mmHg

If heart rate is greater than 100 bpm and/or blood pressure is greater than 144/94 mmHg, is this individual in sufficient health to undertake maximal exercise?

No _____ Yes _____ If yes, please explain.

Is there any medical reason that this individual should not undertake maximal exercise?

No _____ Yes _____ If yes, please explain.

I certify that this applicant has been given a medical examination and is medically fit to undertake the Physical Fitness Evaluation described above.

Physician's Name _____ **Date** _____

Address _____

_____ **Telephone** _____

Signature _____