



Career Opportunities

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Career Firefighters - Penticton, BC

Fire \$33.18 Hourly Full-time Permanent IAFF

Attractive benefits, vacation and pension package

The City of Penticton's **Fire Services Department** is in search of highly skilled and energetic individuals to become a member of our team of professional **Career Firefighters**. This full-time position involves shift work and adjustments to work schedules in accordance with the Penticton Fire Department's Flex Firefighter Policy. Fire Services supports a safe community and enhances the quality of life for the citizens by responding to emergencies to help minimize injuries and loss of life or damage to property. Fire Services also helps to prevent fires and other emergencies through public education and inspections to ensure properties meet fire regulations and other safety requirements.

Required Qualifications, Training and Experience:

- Secondary School Graduation.
- Completion of the NFPA 1001 Levels 1 and 2 IFSAC or PROBOARD accreditation.
- Ability to communicate clearly and concisely in a variety of circumstances.
- Thorough knowledge of various computer applications, as well as satisfactory keyboarding skills.
- Must pass medical, hearing, and vision standards of NFPA 1582: Standard on Firefighter Comprehensive Occupational Medical, directed by the City's choice of practitioner.
- A valid BC Class 3 Driver's License with Air Brake Endorsement; Automatic transmission is accepted.
- Valid BC Emergency Medical Assistants Licensing Board License, minimum First Responder License Level III with AED and Spinal Endorsements.
- Current Driver's Abstract that exhibits safe and responsible driving habits.
- Criminal Record Check that displays no convictions for criminal offences related to the job of a Firefighter.
- Exceptional swimming ability.
- Canadian Citizen or permanent resident, Legal entitlement to work in Canada.
- Committed to maintaining personal fitness and a healthy lifestyle.
- Reside within Fire Protection Area or within a municipality adjacent to the COP boundary.
- Ability to work rotating shifts, including nights, weekends and holidays.

Qualifications, Training and Experience Considered to be Assets:

- Post-secondary education (i.e. academic, technical, trades) or an acceptable combination of related technical or trades training.
- Minimum two-year work experience following Secondary School completion, preferably in work related to the needs of the fire service.
- Bronze Medallion.
- Pleasure Craft Operator Card (PCOC).
- Completion of Fire Service related courses or programs.
- Actively involved in community and volunteer organizations.
- Significant focus on physical health and avoidance of substances counter to optimum health.
- Work well under high-pressure situations.

If you are seeking a challenging opportunity and possess the above mentioned qualifications, we would love to hear from you! We welcome your cover letter and resume by **July 11, 2021**. Candidates who meet the required qualifications may be invited to participate further in the selection process.

Position type: Flex Firefighter Full-Time Permanent (averages 42 hours per week)

Wage: \$33.18 per hour (IAFF)

Benefits: Attractive benefits, vacation and pension package

APPLICATION / HIRING PROCESS CHECKLIST

Below is a list of the documents that are required to be included in your application package. Failure to include copies of any of these documents, as applicable, may eliminate you from consideration for the competition. You may include any additional information that you feel may assist us in assessing your suitability for the Firefighter position. Please include copies of the following in one attachment (not each document attached):

- Birth certificate, proof of permanent resident status, or any other document outlining that you are legally entitled to work in Canada
- High School Diploma or equivalent
- Post-Secondary transcripts, certificate, diploma or degree
- Proof of Apprenticeship
- NFPA 1001 Levels 1 and 2 (including IFSAC seals) or PROBOARD accreditation
- Valid BC Emergency Medical Assistant, First Responder License Level III License with AED and Spinal Endorsements
- Bronze Medallion Certification Card
- Drivers Abstract Current within last 15 days, minimum 5 year
- Proof of any other specialty courses or related training
- Valid BC Class 3 Driver's License with Air Brake Endorsement
- Resume and cover letter
- A list of at least three supervisory references with current contact information

- Police Information Check form submitted to RCMP. Upon receipt of completed form back, please forward it to: Human Resources Department, City of Penticton

SELECTION PROCESS

Step 1: Application

The application will be accepted online only (no paper applications delivered to City or Fire Hall) for a specified time on the City of Penticton's external website under Career Opportunities (www.Penticton.ca).

Step 2: Application Review

Applications will be vetted, and Candidates will be advised whether or not they will be proceeding to the next step of the competition.

Step 3: Written Test

Candidates will complete a Firefighter Entry Level written exam. (Reading/Writing Ability, Logical and Math Reasoning, Mechanical Aptitude, Teamwork/Decision Making Skills, Map Reading).

The written exam results will be reviewed, and Candidates will be advised whether or not they will be proceeding to the next step of the competition.

Step 4: Candidate Physical Ability Test & Swim Test

Candidate Physical Ability Test

Candidates chosen for the Candidate Physical Ability Test will be required to sign a Deed of Release (Waiver) in order to participate. Candidates will be required to complete the Penticton Fire Department Candidate Physical Ability Test. The Penticton Fire Department Candidate Physical Ability Test document is available to all candidates. It is recommended that Candidates review the general test descriptions and the individual event descriptions contained in that document so that the Candidate fully understands the requirements of each task that needs to be completed. Candidates will be required to complete each and every event as explained in the Penticton Fire Department Candidate Physical Ability Test document. Failure to complete any individual event will result in the Candidate being found unqualified, and therefore, the Candidate will not continue in the competition.

Swim Test

(1) Candidates will be required to swim 100m in normal swim attire and use of goggles is permitted. The swim will be timed for evaluation purposes.

(2) While wearing a dry suit and PFD (provided by the department), Candidates will be required to rescue a victim by dragging the victim 25m in the pool without touching the bottom of the pool at any time.

The Candidate Physical Ability Test results, & Swim Test results, will be reviewed, and Candidates will be advised whether or not they will be proceeding to the next step of the competition.

Step 5: Ride Along Subject to cancellation based on COVID restrictions

Candidates will participate in a two-day ride along with Penticton Professional Firefighters Local 1399. Candidates will be evaluated on; attendance, interpersonal/communication skills, motivation, performance and personal suitability. During this time, the Candidate must adhere to the safety requirements and expectations outlined in their Ride-Along Orientation. Candidates will keep a journal of their activities and submit the journal to the On Shift Captain at the conclusion of their ride along. The On-Shift Captain will provide a summary evaluation of the Candidate's performance during the ride along, to the Panel.

Step 6: Resiliency testing

Candidates will complete an online Personality Assessment Inventory (PAI) questionnaire

Step 7: Panel Interview

Candidates will be interviewed by a Panel comprised of; PFD Management, IAFF Local 1399 and City of Penticton Human Resources.

Step 8: Panel Short List Selection

The Panel will review all Candidate evaluations to this point and determine a short list of candidates.

Step 9: Fire Chief Interview.

Candidates will have a one-on-one meeting with the Fire Chief.

Step 10: Conditional Job Offer

Successful candidates will receive a conditional job offer subject to passing a medical evaluation.

Step 11: Medical Evaluation

The medical evaluation is provided by a qualified 3rd party and will screen for medical conditions that might affect the candidate's ability to function as a firefighter.

Step 12: Commencement of Employment

When all conditions of employment are satisfied, an unconditional offer of employment will be issued by the City of Penticton.

Thank you.

Apply Now

* Fields Are Required

What is your full name?

First Name*

Error: First Name is missing.

Last Name*

Error: Last Name is missing.

How can we contact you?

sdwilson8@shaw.ca

Phone Number*

Cell



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☐ **I agree to PrevueAPS.ca's Applicant Information Use Policy.***

Apply for this Position