

## Firefighter - 1427

### Close Date

August 31, 2024

At the City of Kamloops, we believe in progressive and barrier-free recruitment for everybody every day. This means employment opportunities for all in a safe, inclusive and diverse workplace. We know our city is stronger when we hire qualified individuals from different backgrounds with diverse experiences, cultures and perspectives.

We are focused on creating the highest levels of service excellence, based on an organization-wide community culture that celebrates our employees who make it all happen. We are known as Canada's Tournament Capital and are famous for our hospitality and community spirit, traits that make us a leader! Recreation, sports, arts and culture, health care, social activities, volunteerism, and affordable housing all meld to form a unique blend of big-city amenities with small-town ambience. This is Kamloops!

*Let's make Kamloops shine! Join our team today.*

### Position Overview

Kamloops Fire Rescue is a composite fire department with 116 career and 15 auxiliary firefighters. The City has seven fire stations, providing public safety to a population of approximately 100,000 citizens covering an area of 311 square kilometers. In addition, Kamloops Fire Rescue is responsible for the receipt of 911 emergency calls and fire dispatch for the City of Kamloops and 29 other Thompson-Nicola Regional District fire halls.

At the City of Kamloops, we believe in progressive and barrier free recruitment for everybody everyday. This means employment opportunities for all in a safe, inclusive, and diverse workplace. We know our city is stronger when we hire qualified individuals from different backgrounds with diverse experiences, cultures, and perspectives.

The City of Kamloops is establishing an eligibility list of qualified Firefighters in anticipation of future vacancies. All interested applicants must refer to our recruitment information on our website and apply online.

All applicants are considered, regardless of race, colour, ancestry, place of origin, religion, family status, marital status, physical and mental disability, sex, age, sexual orientation, gender identity or expression, political belief or conviction of a criminal or summary conviction offence unrelated to their employment.

Please review all required documents found in the attached Recruitment Checklist and submit the on-line application prior to the closing date of August 31, 2024 at 11:59 p.m. (PST). **Please note that no paper applications will be accepted.**

The successful candidate must have the following qualifications:

1. Canadian Citizen or legal entitlement to work in Canada.
2. Completion of Senior Secondary School and one (1) or more of the following
  - i) 3 years Post Secondary work experience; or
  - ii) Completion of 2nd year Trades Apprenticeship; or
  - iii) Completion of 30 Post Secondary Credits; or
  - iv) Completion of two (2) full seasons as a Provincial Wildfire Firefighter; or
  - v) Completion of two (2) years of Military service.
3. Valid BC Driver's Licence - Class 3 or 1 with air brake endorsement. Note: a driving record that demonstrates responsible and safe driving behaviour is required. A record with more than six points within the last three years will eliminate an applicant from further consideration.



4. Successful completion of an approved Firefighter Training Program, NFPA 1001 resulting in Firefighter Level 2 Certificate (with IFSAC or PROBOARD accreditation).
5. Valid certificate (within one (1) year) or licensed in the applicants' province and maintained throughout the process of one (1) of the following at the time of applying:
  - i) First Responder Level III (FR III); or
  - ii) Emergency Medical Responder (EMR); or
  - iii) Primary Care Paramedic (PCP); or
  - iv) Advanced Care Paramedic (ACP)
6. Please note, a valid British Columbia (BC) Emergency Medical Assistant (EMA) license will be required by the time the applicant is hired.
7. Far visual acuity. Far visual acuity shall be at least 20/30 binocular corrected with contact lenses or spectacles. Far visual acuity uncorrected shall be at least 20/100 binocular for wearers of hard contacts or spectacles as per NFPA 1582 (most recent version). Successful long-term soft contact lens wearers shall not be subject to the uncorrected criterion.
8. Peripheral vision. Visual field performance without correction shall be 140 degrees in the horizontal meridian in each eye as per NFPA 1582 (most recent version).
9. Normal unaided hearing as per NFPA 1582 (most recent version).

#### Preferred Qualifications:

1. Valid BC Driver's License – Class 4.
2. Emergency Medical Responder License.
3. Pleasure Craft Operator Card.
4. Community Involvement.

Candidates hired off of the Kamloops Fire Rescue eligibility list will hold a permanent flex firefighter position. Kamloops Fire Rescue will guarantee flex firefighters a minimum of 336 working hours over a 56-day period. Once the flex period is complete, the hours of work will be two (2) ten (10) hour day shifts, followed by two (2) fourteen (14) hour night shifts, followed by four (4) days off.

Please note, starting in December 2024, we will be transitioning to a **24-hour shift schedule!** This will provide Firefighters with a unique opportunity to work 24-hour shifts, averaging 48 hours per week.

For new hires and for those working in designated positions of trust, including those working directly with vulnerable persons, no formal offer of employment will be made until an applicant completes and passes a criminal record check.

For detailed information on this position and for more information on our community, please refer to our website. The City of Kamloops thanks all applicants for their interest in applying for this position; however, **only those selected to participate in the process will be contacted.**

More than one may be hired.

#### **Hourly Rate**

As per CA – FF 1st year (first 6 months) \$37.502

#### **Hours & Days of Work**

Shift work: 4 days on 4 days off 10 hour days / 14 hour nights 2 days / 2 nights

#### **Hours per Week**

42

Please note if you need assistance or have individual needs or requirements throughout the application process, contact the Human Resources Department by telephone, email [hr@kamloops.ca](mailto:hr@kamloops.ca) or in person at 6-510 Lorne Street so we can better support you.

## Career Opportunity



Canada's Tournament Capital

External job postings are open to everyone. We are an equal opportunity employer and thank all applicants for their interest. Please be sure to review the application requirements of each job you apply for. Only those selected to participate in the recruitment process will be contacted.

Applications are accepted online at [kamloops.ca/careers](http://kamloops.ca/careers).

## Kamloops Fire Rescue 2024 Firefighter Recruitment

### Frequently Asked Questions

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**Q** *How does the on-line application process work?*

The online application system can be found on the City of Kamloops' Career Opportunities webpage at <http://www.kamloops.ca/city-hall/career-opportunities>.

You must have a candidate profile in the system in order to apply for current job postings. Click the "**View Current Opportunities & Apply**" tab to create your online profile. From there, you can apply for the Firefighter job posting. **Upload your résumé into your profile** and attach all supporting documentation under the "Resume Attachments" section.

**Q** *Can I submit my application and résumé in person, by fax or by-email?*

**No.** Applications and résumés will only be accepted through the on-line process as outlined in the job posting.

**Q** *Do I need to submit a résumé along with my on-line application?*

**Yes.** In order to thoroughly assess your application, we require a résumé outlining your skills, past work experience, and education. It is recommended that you copy and paste your resume into your online profile and attach a MS Word or Adobe Acrobat (PDF) file.

**Q** *Do I need to submit copies of my certifications/proof of qualifications with the on-line application?*

**Yes.** Copies of all of your documents and certifications must be uploaded in the "Resume Attachments" section of your online profile on the recruitment page.

**Q** *How do I know if my on-line application was received?*

You will receive an email confirming that your on-line application was received. Please do not reply to this email. Please check your SPAM or Junk folder, in the event that your confirmation email was filtered there. Please do not call us to verify that your application was received unless you do **not** receive an email confirmation.

**Q** *Will my application be considered if I submit it after the closing date of August 31, 2024 (11:59 PM-PST)?*

**No.** The posting will be removed from the site after the closing date.

**Q How long is the recruitment process?**

The recruitment process lasts several months. We do our best to condense the testing into a short period of time for the convenience of applicants but the rest of the process i.e. interviews and selection decisions will take place over a number of weeks.

**Q How often should I expect to hear from the recruitment panel?**

Only those applicants selected to enter the recruitment process will be contacted. We will endeavour to keep you informed and current with information as it is relevant to the status of your application. It is your responsibility to advise the City of changes in your contact information or if you will be unavailable for a period of time. **All correspondence with applicants will be done through email.**

**Q What are the scheduled dates for testing and other steps in the recruitment process?**

<b>Recruitment Step</b>	<b>Dates</b>	<b>Location</b>
Competition Open	August 1, 2024	Online
Competition Closed	August 31, 2024	Online
Written Test	September 20 – 22, 2024	Online
First Interviews (VidCruiter)	September 25 – 29, 2024	Online
Physical Performance Testing	October 18 – 19, 2024	Kamloops
Prevue Job Fit Assessment	Ongoing from October 23 – November 3, 2024	Online
Second Interviews	November 4 – 8, 2024 <i>(please note, candidates that are successful in moving onto second round interviews will be notified on October 23, 2024, and have the ability to select their date/time for their second round interview on one of the dates above)</i>	Kamloops
Eligibility List Formed	October 18, 2024	Kamloops
References, Police Information Check, and Medical Exam	Candidates to be advised	Kamloops

**\*Note that these dates are subject to change\***

**Q If I am unable to make the scheduled dates for the testing, can I schedule another time?**

**No.** Unfortunately, the recruitment schedule is set and we are unable to accommodate individual requests.

**Q Do you accept out-of-province applications?**

**Yes.** However, be aware that you will be required to travel to Kamloops on separate occasions to attend testing and interviews. Any costs associated with travel and/or relocation expenses are your responsibility.

**Q** *I am currently a professional firefighter with another city. Do you have an experienced firefighter transfer program?*

**No**, but we encourage applications from both entry-level and experienced firefighters.

**Q** *Can you recommend courses to take to better my chances of being selected?*

Due to the competitive nature of the selection process, we do not counsel or provide recommendations to potential applicants on how to increase their competitiveness. All requirements are set out in the job application process.

**Q** *I am an auxiliary or paid on call firefighter. Do I have an advantage?*

All applications are considered as per the requirements of the position. Having experience as a firefighter of any kind will enhance the applicant's qualifications.

**Q** *What is the cost to participate in the recruitment process? When do I pay the fee?*

There are costs associated to participate in certain steps of the recruitment process. You only pay if you make it to each step in the process. Costs are as follows:

**Moderated Online Assessment (Written Test) - \$280+GST**

Shortlisted applicants will be contacted by Trainor Vocational Consulting Corp. (<https://trainorvocational.ca/>) to register and pay via e-transfer \$280.00+GST to complete the required testing. Payment will be made via e-transfer prior to the testing date (September 20 - 22, 2024) or the applicant will not be able to participate.

**Performance Testing (VO2 Max) - \$25**

Only exact cash or pre-written cheque will be accepted. Please make cheques payable to **Acceleration Kozoris Strength & Conditioning**. Candidates should have their cheque prepared or exact cash prior to arrival for performance testing on October 18 - 19, 2024

**Note that any fees received for a specific step in our process are non-refundable and will be required before you can participate in that step.**

**Q** *Why do candidates pay fees to participate in the hiring process?*

As a municipal organization, our department must be fiscally responsible for managing funds we receive through taxes. To ensure there are enough resources to provide emergency response services, firefighter applicant testing procedure must run on a cost-recovery basis. This is standard procedure throughout the province(s).

**Q** *What does the written knowledge test involve?*

The written test is a series of multiple-choice questions. Testing will be conducted via Zoom between September 20 - 22, 2024 and the candidates will receive full instructions

on the date of their test. The assessment will be conducted by Trainor Vocational Consulting Corp and will encompass verbal reasoning, numerical reasoning, spatial reasoning, mechanical reasoning, and an English language test (literacy). In order to participate, it is highly recommended that candidates have a laptop or desktop computer and a good internet connection.

Please note that scores from previously written knowledge tests will not be allowed. Candidates will be required to complete a current written knowledge test in this recruitment process.

**Q *What does the physical testing involve?***

The physical testing is a series of tasks that are typical to the position of Firefighter. These tasks are outlined on the Physical Fitness Test - Doctor's Consent Form (attached PDF) that you must complete and submit with your application.

**Q *When is vision and hearing testing required?***

Candidates will have their vision and hearing tested if they make the final eligibility list. You are not required to provide us with your results for previous vision and hearing tests prior to this.

**Q *How many positions are available?***

The purpose of this current recruitment will be to fill any vacancies that may arise in 2025 and 2026.

**Q *If I am unsuccessful at any step in the selection process, what feedback can I expect?***

Unfortunately, due to the high number of applications received in the recruitment process, we are unable to provide applicants with individual feedback. If you are unsuccessful at any stage in the process, you will receive an email through our recruitment system. You are however welcome to apply for future firefighter recruitments.

**Q *I have a conviction for driving under the influence, will that prevent my application from being considered?***

A driving record that demonstrates safe and responsible behaviour is a requirement of the position of firefighter. While any one factor does not prevent an application from being considered it is taken under consideration when reviewing a candidate's application. Applicants who have more than six (6) points in the last three (3) years from the date of application are considered excessive and will exclude the applicant from further consideration.

**Q *I live in another province and have a driver's license, can I still apply?***

Yes, but it is your responsibility to provide proof of your license equivalency.

**Q *I passed each stage of the testing process, but did not get a face-to-face interview, why?***

Passing each stage of the testing process does not automatically merit an interview. Due to the high number of applications received, the testing process is used as a screening tool. The recruitment panel reviews each application and only those with the strongest overall scores are selected for interviews. The number of candidates selected for interviews will also depend on Kamloops Fire Rescue's expected hiring needs.

**Q *I do not have a Class 3 or Class 1 license, can I still submit an application?***

You must have proof that you have an appointment to complete the Class 3 or 1 when submitting your application and you must provide a valid Class 3 or 1 with air brake endorsement prior to reaching the first interview stage (VidCruiter) of the selection process.

**Q *I have all the required qualifications, why wasn't I selected for the testing stages?***

Unfortunately, not everyone who meets the required qualifications can be selected. The application process is highly competitive. We accept applications from people with a wide variety of skills, experiences, and attributes. Applicants are measured on their ability to meet or exceed our standards and we strive to select the very best candidates.

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### Summary of Key Points

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1. You can only submit an on-line application form and résumé.
2. You need to be successful at each stage of the selection process to advance to the next stage and be considered for hire.
3. If you are unsuccessful at any step throughout the testing process, you will be informed that you cannot continue in the current recruitment process.
4. You are responsible for ensuring that your application package is complete. **Incomplete applications will not be considered.**
5. If you intentionally misrepresent yourself or your qualifications, knowingly withhold information or are deceitful at any stage in the process, your application will be withdrawn.
6. Unless your contact information changes during the recruitment process, no phone calls or emails please. All information you need can be found in this document and on our website.
7. The 2024 recruitment competition will close on Saturday, August 31, 2024, at 11:59 p.m. (PST)



**Kamloops Fire Rescue  
2024 Firefighter Recruitment**

**Physical Performance Test  
Applicant Consent Form**

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**This form must be included with your application**

IN consideration of the City of Kamloops (the "City"), agreeing to review my application for the position of Firefighter and allowing me to participate in the mandatory physical fitness testing component of the competition (the "Tests") , I hereby discharge the City and its officers, employees, servants, and agents from any and all actions, causes of actions, claims demands, and liabilities of every nature or kind whether arising at common law or in equity, by contract, by tort or under any statute or otherwise in any way related to or connected with any personal injury or injuries which I may suffer as a result of my decision to participate in the Tests.

FURTHER, I acknowledge that I have reviewed the description of the Tests and agree that I voluntarily agree to perform the Tests in accordance with the rules for the Tests, a copy of which I have received.

FURTHER, I agree that I will be solely responsible to ensure that I act and govern myself so as to maintain my own safety during the Tests.

THIS waiver contains the entire agreement between myself and the City with regard to the matters described and there are no agreements collateral to this waiver or any representations or warranties other than those herein contained.

THE provisions in this waiver shall inure to the benefit of the City's successors and assigns and shall be binding upon my heirs, executors, administrators, successors, and assigns.

I acknowledge that I have read over and fully understand all information provided regarding the Tests and all of the terms and conditions of this waiver. I acknowledge that I was given sufficient time to review the terms of this waiver and to seek independent legal advice before executing this document.

\_\_\_\_\_  
Name of Applicant (please print)

\_\_\_\_\_  
Signature of Applicant

\_\_\_\_\_  
Date

## Kamloops Fire Rescue 2024 Firefighter Recruitment

### Physical Fitness Test – Physician Consent Form

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**This form must be included with your application**

Firefighting can be one of the most strenuous occupations and can place heavy physical demands on the body. Firefighters need to maintain a high level of physical fitness to carry out their duties effectively and efficiently.

The following is presented as a guide for you to know if you will be able to complete the physical testing portion of Kamloops Fire Rescue.

#### **Station 1: Cardiorespiratory Fitness**

To assess the candidate's current cardiorespiratory fitness, they will be required to perform the Queens College Step Test, also known as the McArdle Step Test. This test is intended to be a submaximal test in nature and results obtained from the test are used for predictive measures of maximal fitness levels ( $VO_{2max}$ ).

The duration of the test will last 3 minutes and requires individuals to step up and down on a box of 41.25 cm in height. Step rate for males will be 24 per minute and females will step at a rate of 22 per minute. While performing the test, individuals will follow the cadence of an electronic metronome that will be closely monitored. A 24 per minute cadence means that the complete cycle of step up with one leg, step up with the other, step down with the first leg, and step down with the last leg is performed 24 times in a minute. Each leg movement will coordinate with each beat of the metronome. After 3 minutes, the individual will stop, and a heart rate will be taken and used in the calculation of their cardiorespiratory fitness value ( $VO_{2max}$  in mL / Kg / min).

Research has shown that firefighters require an average oxygen consumption of about 34ml/Kg/min (range of 16 – 55 ml/kg/min). Given this knowledge, the benchmark for a pass for the fitness test will be a score of 34ml/kg/min. If the applicant measures 34 ml/kg/min or above (eg. 34 – 97 ml/kg/min) they pass this test. If the applicant scores below 34ml/kg/min (eg. 33.9 ml/kg/min) the applicant will fail this test.

Fail: 0 – 33.9 ml/kg/min

Pass: 34 ml/kg/min, and above.

## **Station 2: Aerial Climb**

This is a timed, pass/fail test.

The objective of this task is to ensure the candidate is comfortable with the heights faced by firefighters:

- The candidate will be asked to climb a 92-foot aerial ladder at full extension and elevation;
- The candidate must maintain 3 points of contact with the ladder throughout the climb; and
- The time limit for this station is generous, as safety is more important than speed. The candidate will be attached to a safety line during the climb.

## **Station 3: Tower Climb and Hose Roll Raise**

This is a two-part station. This is a time limited pass/fail test and must be completed within a prescribed time limit. Failure to successfully accomplish this test within the time limit will result in disqualification from the recruitment process.

### Part 1 - Tower Climb

The objective of this task is to simulate equipment deployment in multi-story buildings experienced by firefighters. The Tower Climb will start at the base of the Tower:

- The candidate will pick up a 45.72 metre hose bundle fold of 4.45 centimetre hose. It will be placed on their right shoulder;
- They will grip the handrail with their left hand. It should remain on the rail until they reach the top of each staircase;
- The candidate will climb to the 4th floor landing of the Tower. Candidates are able to skip steps on the climb up;
- Reaching the 4th floor landing, the candidate is to drop the hose;
- The Candidate will descend to the starting point without skipping steps. Skipping steps on the descent will result in a fail;
- When they reach the starting point, the candidate will repeat the climb; and
- After reaching the top of the Tower the second time, the candidate must drop the hose bundle fold and move to the Hose Roll Raise location.

### Part 2 - Hose Roll Raise

The objective of this task is to simulate hoisting equipment by rope to elevated buildings as faced by firefighters.

The candidate will be required to raise a hose roll, weighing approximately 22.7 kilograms to the top floor of the Tower:

- The candidate is to grasp the rope and, in a hand-over-hand fashion, raise the hose roll until it touches the top rail of the guardrail;
- In a controlled fashion, they are to lower the hose roll back to the ground. Letting the roll drop or allowing the rope to "slide" through the fingers is not permitted;

- When the roll is safely on the ground, the candidate is to move back to the hose bundle fold;
- The candidate is to pick up the hose bundle fold onto their left shoulder and grip the handrail with their right hand;
- The candidate will descend to the starting point without skipping steps. Skipping steps will result in a fail; and
- Candidate will drop the hose bundle fold onto the ground.

#### **Station 4: Charged Hose Advance/Victim Drag**

##### Part 1 – Charge Hose Advance

This is a time limited pass/fail test and must be completed within a prescribed time limit. Failure to successfully accomplish this test within the time limit will result in disqualification from the recruitment process.

The objective of this task is to simulate fire hose operations faced by firefighters. The candidate will fully advance 45.72 metres of charged attack line. The hose line will be flaked out behind the starting line:

- Candidate may grip the line in any fashion;
- When told to begin, they will advance with the line; and
- They must cross the finish line with the nozzle.

##### Part 2 – Victim Drag

The purpose of this event is to simulate the critical task of removing a victim or injured partner from a fire scene.

Grasp a 165- pound mannequin under the shoulders, drag it 50 feet to the finish line. You are permitted to lower the mannequin to the ground to adjust your grip.

#### **Station 5: 10.67 Metre Ladder Extension**

This is a time limited pass/fail test and must be completed within a prescribed time limit. Failure to successfully accomplish this test within the time limit will result in disqualification from the recruitment process.

The objective of this task is to simulate raising a ladder in a vertical manner as faced by firefighters. The task is to fully extend and lower a 10.67 metre ladder in a controlled fashion:

- The halyard cannot be wrapped around the candidate's hands;
- As on the fire ground, the halyard must be pulled directly towards the base of the ladder;
- Candidate must follow the safety precautions, as instructed by the evaluator;
- The ladder will be considered fully extended only when the dogs have been locked at maximum height;
- Failure to lock the dogs on full extension will result in having to repeat the task;
- The evaluator will check to make sure the dogs are locked and instruct the candidate to bed the sections; and

- Bedding the sections must be done in a controlled fashion. Allowing the sections to fall will result in elimination from the Testing.

**Station 6: Swim Test**

Applicants will be tested on the following swim exercises:

- A five (5) minute surface support treading water exercise;
- 150-meter swim to a victim and tow for 25 meters (victim in a life jacket); and
- A 20-lbs weight recovery from the bottom of the pool (7 ft depth).

Please ensure to bring appropriate swimming apparel for this portion of the testing.

**Final instructions for all events will be issued at time of testing.**

**You must have your physician review this document, sign and stamp below indicating that they authorize you to complete the physical fitness assessment.**

I hereby authorize \_\_\_\_\_ (applicant's name) to complete this job-related physical fitness assessment.

\_\_\_\_\_  
Applicant's Name (please print)

\_\_\_\_\_  
Applicant's Signature

\_\_\_\_\_  
Physician's Name (please print)

\_\_\_\_\_  
Physician's Signature

\_\_\_\_\_  
Date



## Kamloops Fire Rescue 2024 Firefighter Recruitment

### Vision Acuity

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#### Far Visual Acuity

Far visual acuity shall be at least 20/30 binocular corrected with contact lenses or spectacles. Far visual acuity uncorrected shall be at least 20/100 binocular for wearers of hard contacts or spectacles as per NFPA 1582. Successful long-term soft contact lens wearers shall not be subject to the uncorrected criterion.

- Applicant meets                       Applicant does not meet

#### Peripheral Vision

Visual field performance without correction shall be 140 degrees in the horizontal meridian in each eye as per NFPA 1582.

- Applicant meets                       Applicant does not meet

Indicate visual acuity without correction:                      **Left** 20/ \_\_\_\_\_                      **Right** 20/ \_\_\_\_\_

Indicate visual acuity with correction:                      **Left** 20/ \_\_\_\_\_                      **Right** 20/ \_\_\_\_\_

\* \* \* \* \*

**I hereby confirm the above visual acuity and peripheral vision information is correct and that \_\_\_\_\_ (applicant's name) meets the requirements outlined above per NFPA 1582.**

\_\_\_\_\_  
Applicant's Name (please print)

\_\_\_\_\_  
Applicant's Signature

\_\_\_\_\_  
Physician/Optometrists's Name  
(please print)

\_\_\_\_\_  
Physician/Optometrists's  
Signature

\_\_\_\_\_  
Date

## Kamloops Fire Rescue 2024 Firefighter Recruitment

### Recruitment Checklist

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Use this checklist to confirm that you have submitted the required documents as indicated below. **You must save the documents in the order listed on this checklist and use the filenames we have provided.**

1. Completed Recruitment Checklist – Save as **1 Checklist.**
  2. Resume – Save as **2 Resume.**
  3. Cover Letter - Save as **3 Cover Letter.**
  4. Copy of birth certificate or proof of entitlement to work in Canada  
– Save as **4 Citizenship.**
  5. Copy of your high school diploma or GED certificate – Save as  
**5 High School.**
  6. Copy of one (1) of the following additional educational requirements   
– Save as **6 Additional Education:**
    - ✓ 3 years Post Secondary work experience; or
    - ✓ Completion of 2<sup>nd</sup> year Trades Apprenticeship; or
    - ✓ Completion of 30 Post Secondary Credits; or
    - ✓ Completion of two (2) full seasons as a Provincial Wildfire Firefighter; or
    - ✓ Completion of two (2) years of Military service.
  7. Copy of certificate which displays the IFSAC or PROBOARD seal which provides   
proof of successful completion of an approved Firefighter training program  
resulting in a minimum of Firefighter Level 2 Certificate (NFPA 1001).  
The original, official certificates with seals must be available for inspection if  
invited for an interview with the panel – Save as **7 Training.**
- Note: If you have completed your Firefighter Level 2 Certificate prior to August 31, 2024 but have not yet received your official certificate, proof of, completion such as a letter from your Fire School or Academy must be provided.*
8. Copy of valid B.C. Driver's License (Class 3 OR 1 with air brake endorsement)   
– Save as **8 DL.**

9. Current driver's abstract – Save as **9 Abstract**.

Note: The driver's abstract should demonstrate responsible and safe driving behaviour. **More than six points in the last three years from the date of application is considered excessive and will exclude you from further consideration.** Applicants applying from outside of B.C. should upload an abstract from where they hold their driver's license.

10. Valid license of one (1) of the following – Save as **10 First Aid**:
- First Responder Level III (FR III); **or**
  - Emergency Medical Responder (EMR); **or**
  - Primary Care Paramedic (PCP); **or**
  - Advanced Care Paramedic (ACP)

11. Applicant Consent form for Physical Performance Test – Save as **11 Applicant Consent**.

12. Doctor Consent form – Save as **12 Doctor Consent**.

*Note: You do not need to submit the Doctor Consent Form **unless** you are selected to participate in the physical testing. If you do not submit in advance, you **MUST** bring a copy with you on the day of the testing. Physical testing is scheduled for October 18 – 19, 2024. **Failure to bring a doctor's consent form will prohibit you from participating and advancing in the recruitment process.***

13. Three work related references and contact information of individuals who have supervised you – Save as **13 References**.

14. Additional documents as indicated under Preferred Qualifications of the job posting – Save as **14 Name of Preferred Qualification**. For example:

- ✓ 14 Emergency Medical Responder
- ✓ 14 B.C. Driver's License Class 4
- ✓ 14 Pleasure Craft Operator Card
- ✓ 14 Community Involvement

Please see the job posting for a complete list of preferred qualifications.

15. Most Recent Candidate Physical Ability Test (CPAT) **only if available** – Save as **15 CPAT**.