



VISION:

A city that inspires

MISSION:

Working together to enhance the quality of life for all residents

VALUES:

Sustainability,
Inclusivity, Innovation,
Accountability,
Excellence,
Bilingualism

ELIGIBILITY LIST – FIREFIGHTER (PROBATIONARY)

Fire Department – Job # P1291

CLOSING DATE: NOON – JANUARY 3, 2025

JOB SUMMARY:

The firefighter is responsible for the combating, extinguishing and preventing of fires, and the safety of life and property. Also, the position provides emergency medical service, rescue, and respond as a water rescue technician and Hazmat technician and support other related emergency services, i.e. pre-fire planning and public education.

The position reports directly to the officer in charge at the station they are assigned to.

APPLYING FOR THIS POSITION:

The City of Moncton is an equal opportunity employer. Applicants must submit their application through an online system that can be found at www.moncton.ca/careers. We thank all applicants for their interest; however, only those invited for interviews will be contacted.

For more information, please contact the Human Resources Department at 506-877-7707 or visit moncton.ca/careers for information on the hiring and application process at the City of Moncton.

WORKING AT THE CITY OF MONCTON:

Moncton is a vibrant and culturally rich community. It is the first officially bilingual city in Canada, as well as one of the best places in Canada to do business. Moncton is also known as the economic, sports, tourism and entertainment hub of Atlantic Canada. City of Moncton employees strive to maintain the city’s reputation as one of the best places in Canada to live, study, work and play.

This position is a unionized position. The City of Moncton offers an attractive salary and benefits package in accordance to the International Association of Fire Fighters Local 999.

[IAFF Collective Agreement](#)
[City of Moncton Salary and Wage Scale](#)

RECRUITMENT PROCESS PACKAGE **INFORMATION & CHECKLIST**

“PLEASE READ CAREFULLY”

1. Print this information package, which includes the full recruitment process, a full job description, request for Confirmation for Vision and Request for Confirmation for Hearing as per NFPA 1582 Standard.
2. The City of Moncton will establish an Eligibility List during this recruitment for further vacancies.
3. You must apply through our online system at www.moncton.ca/careers Please attach all documents, as listed below, by scanning them into one (1) PDF file which you will be able to upload.
4. Ensure that you meet all requirements of the position as listed below, before applying.
 - o Must be legally entitled to work in Canada.
 - o Preference will be given to the candidates who meet the INTERMEDIATE+ (2+) Level as per the Province of New Brunswick Linguistic Standards in both languages (oral English and French) For reasons of safety, English has been established as the Language of Operation for the Moncton Fire Department.
NOTE: In the event this competition poses difficulties in recruiting candidates with INTERMEDIATE (2+) language abilities those willing to meet the language requirements will be considered.
 - o Ability to work in a team environment is required.
 - o Must be bondable.

ALL COPIES OF CERTIFICATIONS AND VERIFICATIONS REQUIRED MUST BE ATTACHED AS PER THE LIST BELOW. PLEASE INCLUDE ONLY THE DOCUMENTS AS LISTED BELOW IN YOUR APPLICATION. FAILURE TO SUBMIT ALL REQUIRED DOCUMENTATION BY AN APPLICANT WOULD RESULT IN THE APPLICATION BEING REJECTED.

Your attachment must also include a copy of your resume and cover letter.

- Grade 12 or equivalent education (verification of high school diploma or GED certificate).
- Post-secondary education diplomas and certificates.
- Province of New Brunswick Language Certificates obtained within the last (1) one year. (Must provide **ENGLISH AND FRENCH** certificates) see # 5 for details.
- Current Certification of NFPA 1001 Level 1 and Level 2 Firefighter from an IFSAC or Pro Board approved agency recognized and approved in the Province of New Brunswick.
- Valid certification as a Medical First Responder is the minimum, or an Emergency Medical Responder or Paramedic in the province of New Brunswick or equivalency is also accepted. **Please note: Nova Scotia EHS, MFR tags will not be accepted.**

- Current Certification in Hazardous Materials Response (Awareness and Operations Level) - NFPA Standard 472/1072 from an IFSAC or Pro Board approved agency recognized and approved in the Province of New Brunswick.
 - Valid New Brunswick Driver's License Class 3E with Air Brake endorsement or equivalency. Ensure a legible copy is attached.
 - A current driver's abstract from the province issuing you your driver's license, within the past 30 days. An additional driver's abstract may be required prior to hiring.
 - A current criminal record check and a vulnerable sector check from your local Police Department within the past 30 days and attached.
 - Vision exam - as defined in current NFPA Standard 1582 (excerpt attached) - *successful completion within the last six (6) months (see attached form)*.
 - Hearing exam - as defined in current NFPA Standard 1582 (excerpt attached) - *successful completion within the last six (6) months (see attached form)*
5. Anyone who requires verbal language assessments can contact the Province of New Brunswick Linguistic Services at [Language Proficiency Evaluation \(gnb.ca\)](https://www.gnb.ca) to set up an appointment. Testing must occur no later than December 13, 2024, to receive results prior to the recruitment closing date of January 3, 2025. Any costs associated with obtaining these tests shall be borne solely by the applicant. Applicants who have been tested within the last one (1) year with the Province of New Brunswick can submit those results. (Please provide English and French certificates)
6. The recruitment process will be conducted in Phases; successful candidates moving forward to the next Phase will be contacted by email.

Important: An email will be sent out if you're moving forward which includes instructions, with the location and timings and reference material for all testing.

Phase 1 - Application "Online"

Phase 2 - Application Review by Human Resources

Phase 3 - Written and Practical Exams (Ref: IFSTA Essentials of Firefighting 7th Edition and Red Cross Emergency Care for Professional Responders 2018 edition).

Phase 4 - Physical Fitness Testing

Phase 5 - Interview

Phase 6 - Psychological Assessment

Phase 7 - Conditional Offer of Employment upon Medical Assessment

The City of Moncton website will provide verification that your application has been received and applicants will be notified whether they will be scheduled for the written and practical exams.

Any questions can be directed to info.hr@moncton.ca or by telephone at 506-877-7707.

Please note if you have any questions during any phase of the recruitment process, please reach out directly to the Human Resources Department of the City of Moncton and not to the City of Moncton Fire Department.

CURRENT POSITION TITLE: Firefighter (Probationary)
CURRENT SPEC. DATE: November 6, 2023
UNION\SALARY IAFF Local 999
PREVIOUS POSITION TITLE: Same
PREVIOUS SPEC DATE: October 21, 2021
DEPARTMENT: Moncton Fire Department
SPECIFICATIONS BY: Paul Bruens, Platoon Chief
Rob Brine, Deputy Fire Chief

JOB DESCRIPTION:

Job Summary

The firefighter is responsible for the combating, extinguishing and preventing of fires, and the safety of life and property. Also, the position provides emergency medical service, rescue, and respond as a water rescue technician and Hazmat technician and support other related emergency services, i.e. pre-fire planning and public education.

The position reports directly to the officer in charge at the station he/she is assigned to.

Principle Duties and Responsibilities

Responsible for carrying out the specific orders and directions as received from a superior officer.

As a member of a Platoon, responds to fire alarms to combat and extinguish fires.

Performs various types of search and rescue.

Performs duties as an emergency medical care responder as part of the medical first responder program.

Drive and operates firefighting apparatus and department support vehicles as assigned.

Performs various maintenance tasks on apparatus and equipment and assures it is in a constant state of readiness.

Performs duties as a Hazardous Materials Technician team member as assigned.

Performs duties as a Water Rescue Technician team member as assigned.

Participates in all training and educational programs offered to firefighters by the department.

Maintains Physical Fitness level and completes Annual Fitness Assessment.

Assists the officer in charge during training as required.

As part of a station crew ensures station and grounds are neat and tidy so as to provide a safe working area for employees and members of the public.

Responsible to maintain good public relations with the general public.

Responsible for compliance with Departmental and Corporate Policies, procedures, rules and regulations and the Occupational Health and Safety Act.

Performs work that is directly related to fire prevention, fire investigation and fire inspections as assigned.

Performs other duties as assigned.

JOB SPECIFICATIONS:

Required Knowledge Skills and Qualifications

Education

Must have Grade 12 or equivalent education.

Current Certification of NFPA 1001 Firefighter Level 2 from an IFSAC and/or Pro Board approved Agency in the Province of New Brunswick

Minimum Certification as a Medical First Responder in the province of New Brunswick or equivalency. Note: Nova Scotia EHS MFR tags will not be accepted.

Current Certification in Hazardous Materials Response (Operations Level) - NFPA Standard 472/1072

Must be able to complete an IFSAC / Proboard Hazardous Materials Technician course within twelve months from start date and complete the required medical for employment as a Hazardous Material Technician.

Must be able to complete a swimming proficiency test, and a Swift Water Rescue Technician Level 3 course within twelve months from start date. In accordance with Rescue Canada Standards.

Post-secondary education in a technical or non-technical area; certificate of apprenticeship or acceptable equivalents are considered assets.

Must have as a minimum a valid New Brunswick Class 3E driver's license with Air Brake endorsement or equivalent. A current driver abstract may be required prior to hiring.

Experience

Experience related to the job duties of firefighter such as firefighting, building construction, paramedical experience, first aid, nursing, heavy equipment operation, mechanical experience, teaching or instructional experience are considered assets.

Must be bondable.

Technical

Must have good computer skills with knowledge of Microsoft Word, Excel and Outlook.

Language

Must be functional in both official languages (English and French). Must meet the Province of New Brunswick Linguistic Standard of INTERMEDIATE+ (2+) in both languages as a minimum requirement. Ability to communicate effectively. For reasons of safety, English has been established as the Language of Operation for the Moncton Fire Department.

Knowledge

Must be in appropriate health and physical condition to be able to perform the job duties of firefighter.

Ability and strength to successfully perform the prolonged and arduous duties of a firefighter as determined by the successful completion of a recognized Firefighter Fitness Assessment.

Visual acuity, peripheral vision, depth perception, and color vision as defined in current NFPA 1582.

Must have the ability to hear adequately through a specified range of frequencies and amplitudes as defined in current NFPA 1582.

Must have a demonstrated aptitude for firefighting, emergency medical and high-risk tasks.

Must have the ability to work at heights or in confined spaces under an extremely stressful work environment.

Must be able to meet minimum acceptable job-related physical and medical standards.

Must be able to work well with people and to work as a member of a team.

Must be able to communicate clearly and concisely and follow instructions while under stressful conditions.

Judgement and Initiative

Must possess the knowledge, skills, abilities and other characteristics necessary to react quickly and effectively under stressful situations. While following their training, shall exercise considerable independence of judgment during emergency operations where direction from an Officer is not possible.

Contact

Requires courtesy, tact and diplomacy as this position has frequent contacts with the general public in dealing with emergency services.

Requires attitudinal characteristics that reflect the best interests of the Corporation and the Community at large.

Supervision

There is no direct supervision of others but may be required to provide limited training and guidance to other employees performing similar work.

CONDITIONS OF WORK:

The working conditions for this position are as outlined in the Collective Agreement with IAFF Local 999.

All employees must comply with Council and Corporate adopted policies. (Ex. Attendance Management, Respectful Workplace and Health and Safety etc.)

Relevant immunizations as required.

Must be able to obtain the following certificates:

- Hazmat Tech NFPA 1072/472
- Departments Water Rescue Course (Rescue Canada)
- High Angle / Rope Rescue NFPA 1006

ADDITIONAL COMMENTS (IF ANY):

Physical Fitness, Agility and Phobia Test

(York University- Firefighter Applicant Fitness Assessment Protocol)

- Physical Fitness, Agility and Phobia Test (job-related performance), will be based on the York University protocol, and will be conducted by a third party external to the City of Moncton.
- The cost of the physical test is the responsibility of the applicant.
- Applicants must achieve an overall pass mark on this Fitness Test and forward certification of the successful completion to the City of Moncton Human Resources Department as part of their application.

I. JOB-RELATED PERFORMANCE TESTS

A. Descriptions of the Job-related Performance Tests

General Information

- i) While performing job-related tests # 3 to # 8, candidates wear a 13.5 kg weighted vest and 2.3 kg ankle weights on each ankle. These weights approximate the heaviness of Protective Clothing and SCBA worn by Firefighters. You will be timed when you perform all tests except # 3, the Ladder Lift.
 - ii) After completing each of the demanding job-related performance tests (# 4, # 5, # 6 and # 7), candidates are allowed to walk at a normal pace to the next position to begin their attempt at the next test.
 - iii) Candidates should give a maximum performance on every test. One re-trial attempt is permitted. However, candidates who fail one test should still be allowed to attempt the other tests.
1. **Ladder Climb (Acrophobia Test – not timed).** Wearing an SCBA cylinder (9.1 kg), the candidate climbs 12.2 meter extension ladder, uncouples and re-couples a wall-mounted hose connection 12 inches above and to the right of the top of the ladder, then climbs back down the ladder. A safety line is attached to the applicant via a safety harness. This test assesses fear of heights (Acrophobia) and manual dexterity.
 2. **Claustrophobia Test (not timed).** Wearing a blacked-out face piece, the candidate searches a narrow confined, but unobstructed passageway or room and recovers one or more objects. This test detects fear of confined spaces.
 3. **Ladder Lift (not timed).** The candidate shall remove a 25.5 kg ladder from brackets on the wall and place it on the floor, and then return it to the brackets. The brackets are mounted at the identical height (193 cm) as the ladder brackets on a pumper. This test simulates demands involved in numerous firefighting activities, which require working

at or above chest and shoulder height. It assesses muscular strength and endurance of the upper body and back.

4. **Rope Pull (timed).** Using a one inch rope, the candidate hoists and lowers, in a hand-over-hand manner, a 50 ft. section of rolled 2 ½" hose plus nozzle (22.5 kg) to and from a total height approximately 20 meters. The candidate stands behind a line marked on the floor with the toes against a fixed object to prevent slipping (the leg cannot be used to lift by pushing back). Time is recorded in seconds to complete the hoisting and lowering. This test assesses manual dexterity plus the muscular strength and endurance of the upper body and back.
5. **Simulated Hose Advance/Drag (timed).** The candidate pulls a weighted sled a distance of 15 meters. Dragging the sled simulates advancing two 50 ft. sections of charged 2 ½" hose. Time in seconds to cover 50 ft. is recorded. This test assesses leg power and muscular strength of the upper body.

Note: The sled has a section of hose as a harness, replaceable sections of hose beneath the runners, and is loaded with sufficient weight (generally 2-3 cement blocks) to require the same force to advance it as it does to advance two 50 ft. sections of charged 2 ½" hose (70 kg of force).
6. **Hose Carry/Stair Climb (timed).** Lift and carry over the shoulder a 38.5 kg bundle of folded and tied hose five floors (approximately 50 ft. of 7 inch steps). Total time in seconds to complete the ascent and descent is recorded. Time starts with the candidate standing and the hose lying on the floor. This test simulates carrying equipment to staging areas of a high-rise fire. It assesses dynamic balance, muscular strength of the upper body and back, plus muscular endurance and power of the legs.
7. **Victim Drag (timed).** The candidate lifts and drags a 91 kg dummy a distance of 15 meters on a tile floor weaving in and out of traffic cones placed every 3 meters. The time in seconds required to complete the test is recorded. Time starts with the candidate in a standing position and the dummy in a lying position with the head of the dummy facing toward the drag course. This simulates rescuing a downed firefighter wearing full turn-out gear. It assesses upper body, back, plus lower body muscular strength, agility and dynamic balance.
8. **Forced Entry:** In this test, you are required to move a heavily weighted tire a distance of 30.5 cm. Until the tire contacts the wall by hitting the tire repeatedly with a 4.5 kg sledge hammer. The tester will record the total number of hits and time taken to complete the task. Timing begins when you first draw the sledgehammer back from the tire and ends when the tire first contacts the wall. This task simulates a forced entry through a door or wall and requires upper body strength, upper body endurance and motor ability.

II. OVERALL SCORING FOR ACCEPTABILITY AND RANKING

Test Components:

1. Job-Related Performance Tests:

Pass/Fail Tests: Acrophobia
Claustrophobia
Ladder Lift

Timed and Scored Tests: Hose Carry/Climb
Rope Pull
Hose Drag
Victim Drag
Forced Entry

2. Pulmonary Function/Aerobic Fitness – direct assessment of Vo2 MAX using expired air analysis.

“Description of the Vo2 MAX Test for Firefighter Applicants”

Assessment Protocol

Following a 5 minute warm-up/accommodation period on treadmill, the speed is set at 6 to 8 mph depending upon the running ability of the applicant. Oxygen consumption (Vo2) is measured in the last 30 seconds of each stage. After two minutes at a slope of 0%, the slope is increased 2% every two minutes until there is no further increase in Vo2 MAX and the highest Vo2 is the Vo2 MAX.

Basic of the Scoring of the Aerobic Fitness (Vo2 MAX ml/kg/min)

Since the minimum acceptable Vo2 MAX is 42.5 ml/kg/min (which is the female criterion bases standard and also incorporates the Vo2 MAX of all incumbent female firefighters), applicants with a Vo2 MAX below 42.5 ml/kg/min are unacceptable. However, as an additional margin of safety, it is recommended that workers in physically demanding occupations have a capacity in excess of the minimum standard and this safety margin has been recommended as 20%. Therefore applicants with scores between 42.5 and 50.0 ml/kg/min receive incremental scores. (from 1 to 8). All scores above 50 ml/kg/min are considered equal and receive a score of 8.

Scoring:

1. A failure on any of the three (3) Pass/Fail Job-Related Test (acrophobia, claustrophobia and ladder lift) is an **overall failure** of the applicant assessment.
2. ONE **failure** (a score of 0) **or TWO (2) borderline scores** (scores of 1) on any of the four (4) Timed Job-Related Tests OR on the Aerobic Fitness Test is an **overall failure** of the applicant assessment.
3. The four (4) timed Job-Related Tests are **each scored out of 3** for a **total score of 12**. The Aerobic Fitness Test (VO2 MAX) is **scored out of 8**. The overall combined score is **out of 20**.



MONCTON
REQUEST FOR CONFIRMATION

National Fire Protection Association
NFPA 1582 STANDARD - “VISION”

6.4 Eyes and Vision

6.4.1 - Category A medical conditions shall include the following:

- (1) Far visual acuity. Far visual acuity less than 20/40 binocular, corrected with contact lenses or spectacles. Far visual acuity less than 20/100 binocular for wearers of hard contacts or spectacles, uncorrected.
- (2) Color perception. Monochromatic vision resulting in inability to use imaging devices.
- (3) Monocular vision.
- (4) Any eye condition that results in a person not being able to safely perform essential job tasks.

6.4.2 - Category B medical conditions shall include the following:

- (1) Diseases of the eye such as retinal detachment, progressive retinopathy, or optic neuritis
- (2) Ophthalmological procedures such as radial keratotomy, Lasik procedure, or repair of retinal detachment
- (3) Peripheral vision in the horizontal meridian of less than 110 degrees in the better eye or any condition that significantly affects peripheral vision in **both** eyes.

COMMENTS AND/OR RECOMMENDATIONS: _____

This will certify that _____ (*patient's name*) **DOB:** _____

MEETS _____ **DOES NOT MEET** _____
the requirements of the NFPA 1582 Standard stated above.

Optometrist Name (please print) _____

Optometrist Signature: _____

Address: _____

Telephone #: _____

Date: _____



**MONCTON
REQUEST FOR CONFIRMATION**

**National Fire Protection Association
NFPA 1582 STANDARD - "HEARING"**

6.5 Ears and Hearing

6.5.1 - Category A medical conditions shall include the following:

- (1) Chronic vertigo or impaired balance as demonstrated by the inability to tandem gait walk.
- (2) On audiometric testing, average hearing loss in the unaided better ear greater than 40 decibels (dB) at 500 Hz, 1000 Hz, and 2000 Hz when the audiometric device is calibrated to ANSI Z24.5.
- (3) Any ear condition (or hearing impairment) that results in a person not being able to safely perform essential job tasks.

6.5.2 - Category B medical conditions shall include the following:

- (1) Unequal hearing loss
- (2) Average uncorrected hearing deficit at the test frequencies 500 Hz, 1000 Hz, 2000 Hz, and 3000 Hz greater than 40 dB in *either* ear
- (3) Atresia, stenosis, or tumor of the auditory canal
- (4) External otitis
- (5) Agenesis or traumatic deformity of the auricle
- (6) Mastoiditis or surgical deformity of the mastoid
- (7) Ménière’s syndrome, labyrinthitis, or tinnitus
- (8) Otitis media

COMMENTS AND/OR RECOMMENDATIONS: _____

This will certify that _____ (*patient’s name*) DOB: _____

MEETS _____ DOES NOT MEET _____
the requirements of the NFPA 1582 Standard stated above.

Audiologist’s Name (please print) _____

Audiologist’s Signature: _____

Address: _____

Telephone#: _____ **Date:** _____

BULLETIN N° 2019-02

TO:	New Brunswick Fire Chiefs	DEST. :	Chefs des services d'incendie du N-B
FROM:	Michael Lewis, Acting Fire Marshal	EXP. :	Michael Lewis, Prévôt des incendies par Intérim
COPIES :	Susan Gamble, Certification Manager; Chief Jody Price, Chair FCBNB; NB Fire Services	COPIES:	Susan Gamble, directrice de la certification; Chef Jody Price, président de la Commission de Certification; des pompiers du N-B
DATE:	March 13, 2019	DATE:	Le 13 mars 2019
RE:	IFSAC/ProBoard Certification	RE:	Certifications de l'International Fire Service Accreditation Congress (IFSAC) et du ProBoard

Several questions been brought to our attention regarding IFSAC Certification seals issued out of the Texas Fire Commission for training delivered through the Texas Training Division. We would like to take this opportunity to clarify this issue.

At this time, the Office of the Fire Marshal / Firefighter Certification Program, in conjunction with the Firefighter Certification Board of NB, will continue to follow the lead of other authorities having jurisdiction (AHJ) across Canada and will not recognize Certificates (seals) in instances where training has been delivered through the Texas Training Division due to concerns on quality of curriculum.

As the AHJ for your own firefighters, you of course may decide to accept this seal for hiring/recruitment/promotion purposes within your own department.

However, IFSAC certificate for training completed by the Texas Training Division will not be accepted as prerequisites for future IFSAC/ProBoard seals within the Province of NB.

We will revisit this issue with our neighboring AHJ's across Canada during the upcoming IFSAC Conference being held in April 2019.

Plusieurs questions ont été portées à notre attention au sujet des sceaux de la certification IFSAC remis par la Texas Fire Commission à la suite de formations dispensées par la Texas Training Division. Nous aimerions fournir des précisions à ce sujet.

Pour l'instant, le programme de certification des pompiers du Bureau du prévôt des incendies, de concert avec la Commission de certification des pompiers du Nouveau-Brunswick, continuera à suivre l'exemple d'autres autorités compétentes au pays et ne reconnaîtra pas les certifications (sceaux) des formations dispensées par l'entremise de la Texas Training Division en raison de questions soulevées sur la qualité du programme.

À titre d'autorité compétente à l'égard de vos propres pompiers, vous pouvez bien sûr décider d'accepter ce sceau à des fins d'embauche, de recrutement ou de promotion au sein de votre service.

Cependant, les certificats IFSAC relatifs à une formation suivie auprès de la Texas Training Division ne seront pas acceptés à l'avenir comme prérequis pour les certifications IFSAC/ProBoard au Nouveau-Brunswick.

Nous aborderons cette question avec nos confrères et consœurs des autorités compétentes du pays lors du prochain congrès de l'IFSAC qui se tiendra en avril 2019.

