



FIRE FIGHTER
Full-Time
Internal/External Posting No. 2024-92

Department:	Fire Department
Internal/External Posting Date:	December 13, 2024
Internal/External Closing Date:	December 29, 2024
Hourly Rate:	\$40.31 / \$45.69 after probation
Competition No.:	2024-92



The City of Dawson Creek strives to hire the best. We are looking for a qualified individual who is pursuing a demanding, exciting and rewarding career in fire fighting to join our team. Dawson Creek is, without a doubt, a truly great place to work, play, live and invest. Located in sunny Northeast British Columbia, this community has an amazing quality of life that has something for everyone.

Working as a fire fighter you will be exposed to prolonged hours of physical and mental exertion. You will experience sleep deprivation and may be awake for up to 24 hours at time. You will be exposed to situations that may be mentally, physically, and emotionally challenging. You will be expected to maintain a professional level of conduct both on and off the job. Your actions and behavior may be captured and put on media and/or social media by news teams and the public. Today's fire fighter is a skilled professional able to face every kind of emergency.

If you are interested in becoming a Dawson Creek fire fighter, you need to possess:

- Adaptability,
- A desire to serve the public,
- Teamwork and communication skills and ability to think critically,
- Mechanical aptitude,
- A lifestyle that exemplifies fitness, health and wellness.

Candidates should submit a résumé by emailing a pdf or word document to resumes@dawsoncreek.ca with the job posting name and number in the subject line, no later than midnight on the closing date referenced above. The City thanks all applicants for their interest; however, only those selected for an interview will be contacted.

I. Qualifications

Required Qualifications:

- Completion of Grade 12 or equivalent,
- NFPA 1001 Fire fighter II (Pro-board or IFSAC Accreditation),
- BC EMA First Responder License or BC EMR or BC PCP or equivalent,
- Valid BC Class 3 Driver's License with Air Endorsement or equivalent,
- Ability to successfully pass a police information check,
- Legal entitlement to work in Canada (You must be a Canadian Citizen or Permanent Resident/Landed Immigrant).

Desired Qualifications:

- Work experience related to the job duties of a fire fighter (Examples include: building construction, mechanical experience, driving large or emergency vehicles, wildland fire fighting, first aid, nursing, paramedical experience, teaching or instructional experience),
- Completion of fire service-related courses (auto extrication, swift water rescue, high angle/rope rescue, confined space, hazardous material),
- SPP-WFF1 Wildland Fire fighter,
- SPP-115 Structure Protection,
- Successful completion of a post-secondary education program (academic, technical or trades),
- Volunteer experience in the emergency services field (firefighting, coast guard, search and rescue),
- Demonstrated community involvement.

II. Written Exam

A timed general knowledge examination will be scheduled and arranged by the Dawson Creek Fire Department. Candidates will be given one (1) opportunity to write the exam. The exam will be marked and scored on a percentage basis. A score of less than 75% will result in the candidate not being eligible to advance to the Physical Fitness Test. Candidates will be notified of their test results within two (2) hours of completion of the test.

III. Physical Fitness Testing

Fire fighter candidates are tested for physical fitness to ensure they possess necessary fire fighter physical capabilities. The Dawson Creek Fire Department administers this physical evaluation program.

Candidates will be required to successfully pass a medical examination and obtain a Medical Clearance signed by a licensed physician prior to participating in any Physical Fitness Testing.

All of the tests are completed while wearing fire fighting personal protective equipment (PPE) that weighs approximately 22 kg (50 lb). This ensemble includes: helmet, gloves, coveralls, boots, and self-contained breathing apparatus (SCBA). You will not breathe from the SCBA, but you must wear it.

Failure of any section of this test, or not participating in the testing process, will result in the candidate not proceeding to the next section.

IV. Agility Test

The candidate will be required to perform the following agility test:

- The candidate must climb a 75-foot aerial at 70 degrees to the tip and then back to the turntable. (A safety harness and line will be used),
- The candidate, while wearing a blacked-out facemask, must enter and navigate a search area on their hand and knees and perform a simple task. The mask must remain on throughout the task.

The agility test is marked on a “pass or fail” basis.

V. Physical Fitness Test

The candidate will be required to complete two (2) circuits of the following stations, excluding the dead blow hammer:

- Lift and carry 70 lbs up and down 136 stairs,
- Hoist 35 lbs with a rope 27 feet,
- Remove a 14- foot roof ladder from apparatus, place it on the ground and return it,
- Drag a 150 lb fire hose 150 feet,
- Move 165 lbs weight 5 feet with an 8 lb dead blow hammer (only once),
- Drag 150 lbs Rescue Mannequin 50 feet.

The physical fitness test is timed, recorded and scored.

VI. Interview

A panel interview will be held with the top qualifying candidates. The panel will consist of the Fire Chief and/or Deputy Fire Chief, a Representative of the Union and a Human Resources Representative with the City of Dawson Creek.

The interview will include behavioral based questions that focus on things you have done in the past to achieve an outcome. An example question would be, "Describe a time when you were part of a team that was having difficulty achieving its intended purpose and describe what you did to help the group get back on track."

What we are looking for in these types of questions are answers that demonstrate the following:

- Leadership
- Interpersonal skills
- Teamwork
- Initiative
- Communication Skills
- Adaptability

It is important that you have a good understanding of the employer and the position for which you are applying. You should also be able to articulate the reasons that you would be a good fit with the Dawson Creek Fire Department.

When attending the interview, you should dress appropriately. You are applying for a career position that you have worked very hard to prepare for. Your attire should reflect the importance of the interview. Abiding by the department's grooming guidelines is recommended.

Bring all your supporting documentation to the interview including all certifications and references:

- You should have enough copies for each member of the interview panel.
- Panel packages should be professional, well organized, stapled and not in a binder or folder.
- Plan to arrive early and make allowances for the unexpected.

At the time of the interview, candidates must provide the following documentation:

- Driver's abstract within the last 30 days, with no more than 6 points within the last three years
- Drivers' license
- Police Information Check with the Vulnerable Sector Check completed by your local police detachment within the last 30 days
- Proof of education (certificates or transcripts)
- Proof of training certifications (NFPA, CPR, EMR, EMT-A, EMT-P, etc.)

VII. Reference Checks

Candidates are required to provide three (3) work-related supervisory references (at least one from current/most recent employer) at the interview stage of the process. Recent graduates from fire or medical programs may also submit instructors as references. Your references will be asked to rate you based on their experiences with you as an employee. They will also be asked to provide their assessments of you in your present and/or past employment.

VIII. Background Check

Candidate's background, including personal, work, and criminal history will be evaluated. The documentation provided at the interview will be evaluated prior to any offer of employment being made. Copies of all awards must be submitted with application.

The City of Dawson Creek is committed to accommodating persons with disabilities whenever reasonably possible during the selection and employment process. You must be legally entitled to work for any employer in Canada to be eligible for this position. By applying for this position, you are giving permission for the City to contact your previous employers and references.