



PERMANENT FULL-TIME FIRE FIGHTERS

(Competition 25-138)

Nanaimo Fire Rescue is currently recruiting for exceptional candidates to join our world-class public safety organization.

We want to hear from you if you have the skills, experience and passion to serve the public as an ambassador in public safety, work in an effective team environment and assist those in need.

Prior to applying, it is important to clearly understand the roles and responsibilities of a career Fire Fighter. A Fire Fighter's career with Nanaimo starts as a Flex Fire Fighter. Flex Fire Fighters work full-time hours but are scheduled to best meet the department's operational needs and must be available for short-notice schedule changes. All applicants are asked to carefully review the recruitment information and job description on the City of Nanaimo website, at www.nanaimo.ca; under City Services; Emergency Services; Fire & Rescue; Recruitment.

The starting salary for this position will be \$29.57 per hour (Schedule "A", Fire Fighters 1st 6 Months – 2025 Rate), with future increments and other benefits to be in accordance with the Collective Agreement. For detailed information on this position, please visit the City of Nanaimo website, at www.nanaimo.ca; Job Postings.

To apply for this opportunity, please submit a completed application form with an attached resume and cover letter referencing the specific competition 25-138 by the application deadline. Click [**HERE**](#) to access the online application form.

Please note that all minimum requirements should be complete by the posting closing date (December 4, 2025, 4:30pm). Any qualifications with expiry dates should be valid by the posting closing date.

The City of Nanaimo is an inclusive employer that values diversity and invites applications from all qualified individuals who are legally entitled to work in Canada. We thank all applicants in advance for their interest; however, only those selected for further consideration will be contacted. If shortlisted for the role and need an accommodation within the hiring process, we would be pleased to discuss how best to accommodate your needs.

Discover What's Possible

The City of Nanaimo is one of the fastest growing, livable urban hubs on Vancouver Island. Situated between the mountains and the ocean on the east coast of Vancouver Island, Nanaimo is a short ferry trip away from Vancouver and a gateway to the Gulf Islands. Nanaimo is home to Vancouver Island University and is rich in parks, recreational, cultural and social amenities.

Posting Date

Friday, November 14, 2025

Application Deadline

Thursday, December 4, 2025
4:30 p.m.

Contact Information

Human Resources
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