



VISION:

A city that inspires

MISSION:

Working together to enhance the quality of life for all residents

VALUES:

Sustainability,
Inclusivity, Innovation,
Accountability,
Excellence,
Bilingualism

FIREFIGHTER (PROBATIONARY)

Moncton Fire Department – Job # P1389

CLOSING DATE: JANUARY 2, 2026

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, high angle rope 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.

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.

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

“PLEASE READ CAREFULLY”

RECRUITMENT INFORMATION

- This information package 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.
- You must apply through our online system at www.moncton.ca/careers
- Below you will find a printable checklist outlining all the certifications/documents that will be required for your application.
- Must be legally entitled to work in Canada.
- Must be bondable.
- A **Criminal Record Check** and **Driver’s Abstract** (both satisfactory to the employer) will be required further in the process prior to any offer of employment.

RECRUITMENT PROCESS

The recruitment process will be conducted in phases.

Phase 1 - Applications reviewed by hiring panel

Phase 2 - All candidates will be advised of their status in the recruitment process

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 including VO2 Max

Phase 5 - Panel interviews

Phase 6 - Psychological assessments plus Criminal Record Check & Driver’s Abstract collection

Phase 7 - Conditional Offer of Employment upon Medical Assessment

The Moncton Fire Department will not be responding to any recruitment inquiries. Any questions can be directed to info.hr@moncton.ca or by telephone at 506-877-7707.

CHECKLIST

Please include only the certifications & documents as listed below in your application. Failure to submit all required documentation by an applicant would result in the application being rejected. **You will be required to scan certifications/documents into one (1) PDF file (Max 10MB).**

For any questions about these documents please email info.hr@moncton.ca

- ☐ Resume
- ☐ Post-secondary education diplomas and certificates.
- ☐ Province of New Brunswick Language Certificates obtained within the last (3) three years (Must provide ENGLISH AND FRENCH certificates)
Bilingualism (English and French) is a core value at the City of Moncton. While not required for this role, proficiency in both official languages is considered an asset. We welcome applications from all qualified candidates, including those developing their language skills.
- ☐ Current Proof of Certification of NFPA 1001 Level 1 and Level 2 Firefighter from an IFSAC or Pro Board approved accredited agency.
- ☐ Valid Current 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.
- ☐ Current Certification in Hazardous Materials Response (Awareness and Operations Level) - NFPA Standard 472/1072 from an IFSAC or Pro Board approved agency.
- ☐ Valid New Brunswick Driver's License Class 3E with Air Brake endorsement or equivalency. Ensure a legible copy is attached. Candidates who don't currently have one must obtain before March 20th, 2026
- ☐ 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)

CURRENT POSITION TITLE:	Firefighter (Probationary)
CURRENT SPEC. DATE:	November 24, 2025
UNION\SALARY	IAFF Local 999
PREVIOUS POSITION TITLE:	Same
PREVIOUS SPEC DATE:	November 6, 2023
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 maybe 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

English essential. Ability to function in French would be considered an asset.

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):



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: _____



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) Agensis 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: _____