



## Career Firefighters

Job No: 26010   Location: Penticton

### About the City of Penticton

Penticton is a vibrant, innovative waterfront city known for its commitment to sustainability, community well-being, and economic opportunity. With a strong focus on good governance, collaboration, and service excellence, the City is dedicated to enhancing the quality of life for residents, businesses, and visitors alike. As one of the most active development regions in British Columbia, Penticton features a diverse mix of large-scale and complex construction projects.

**Penticton has been recognized as one of Canada's most livable cities, according to latest rankings by The Globe and Mail.** Penticton ranked as the ninth most livable city in Canada, plus the No. 1 most livable city for young professionals and No. 1 for midlife transitions. In addition, Penticton ranked the third most livable city for newcomers, fifth for retirement and seventh for raising kids. Rooted in agriculture and surrounded by natural beauty, Penticton is known for its orchards, wineries, and craft breweries—making it one of Canada's top wine destinations. More than 100 years since its incorporation, Penticton continues to grow as a place to live, work, and play.

For more information, please visit our website at [penticton.ca/](https://www.penticton.ca/) (<https://www.penticton.ca/>).

For more information about life in Penticton, please visit [visitpenticton.com/](https://www.visitpenticton.com/) (<https://www.visitpenticton.com/>).

### About the Opportunity

The City of Penticton's **Fire Services Department** is in search of highly skilled and energetic individuals to become a member of our team of professional **Career Firefighters**. This position involves shift work and adjustments to work schedules in accordance with the Penticton Fire Department's Flex Firefighter Policy. Fire Services supports a safe community and enhances the quality of life for the citizens by responding to emergencies to help minimize injuries and loss of life or damage to property. Fire Services also helps to prevent fires and other emergencies through public education and inspections to ensure properties meet fire regulations and other safety requirements.

#### Required Qualifications, Training & Experience:

- Secondary School Graduation.
- Completion of the NFPA 1001 Levels 1 and 2 IFSAC or PROBOARD accreditation (including hazmat certificates).
- Ability to communicate clearly and concisely in a variety of circumstances.
- Thorough knowledge of various computer applications, as well as satisfactory keyboarding skills.
- Must pass medical, hearing, and vision standards of NFPA 1582: Standard on Firefighter Comprehensive Occupational Medical, directed by the City's choice of practitioner.
- A valid BC Class 3 Driver's License with Air Brake Endorsement; Automatic transmission is accepted.
  - Candidates from outside of B.C. must be licensed to drive a truck with more than two axles. Applicants are required to provide proof of the B.C. equivalency with their application package.
  - Similar licenses from other Canadian Provinces or territory are acceptable on initial application only but you must obtain the equivalent BC License by the date of an official job offer. Contact ICBC for more information 1-800-950-1498.
- Current Driver's Abstract that exhibits safe and responsible driving habits, within the last 15 days, minimum 5 year.
- A current BC EMA Licensing Board First Responder license or higher level of EMA License (EMR, PCP, ACP). We do not accept OFA licensing.
- Criminal Record Check that displays no convictions for criminal offences related to the job of a Firefighter.
- Exceptional swimming ability.
- Canadian Citizen or permanent resident, Legal entitlement to work in Canada.
- Committed to maintaining personal fitness and a healthy lifestyle.
- Ability to work 24 hour shifts, day shifts, night shifts, weekends and holidays including extra shifts as required.

- Ability to be available for short term emergency call out to meet business and operational needs, employees must live within the Fire Protection Area or within a municipality adjacent to the City of Penticton Boundary.

#### **Qualifications, Training & Experience Considered to be Assets:**

- Post-secondary education (i.e. academic, technical, trades) or an acceptable combination of related technical or trades training.
- Minimum two-year work experience following Secondary School completion, preferably in work related to the needs of the fire service.
- Bronze Medallion.
- Pleasure Craft Operator Card (PCOC).
- Completion of Fire Service related courses or programs.
- Actively involved in community and volunteer organizations.
- Significant focus on physical health and avoidance of substances counter to optimum health.
- Work well under high-pressure situations.

#### **Application / Hiring Process Checklist:**

Below is a list of "required" and "asset" documents to be included in your application package. Failure to include copies of any of these documents, as applicable, may eliminate you from consideration for the competition. You may include any additional information that you feel may assist us in assessing your suitability for the Firefighter position. Please include copies of the following in one attachment and avoid uploading every document separately.

- Required
  - Birth certificate, proof of permanent resident status, or any other document outlining that you are legally entitled to work in Canada
  - High School Diploma or equivalent
  - NFPA 1001 Levels 1 and 2 (including IFSAC seals) or PROBOARD accreditation including Hazmat certificates
  - A current and valid BC EMA Licensing Board First Responder license or higher level of EMA License (EMR, PCP, ACP).
  - Drivers Abstract Current within last 15 days, minimum 5 year
  - Valid BC Class 3 Driver's License with Air Brake Endorsement
  - Resume and cover letter
  - A list of at least three supervisory references with current contact information
  - Police Information Check form submitted to RCMP. Upon receipt of completed form back, please forward it to: [hr@penticton.ca](mailto:hr@penticton.ca)
- Asset
  - Post-Secondary transcripts, certificate, diploma or degree
  - Proof of Apprenticeship
  - Bronze Medallion Certification Card
  - Proof of any other specialty courses or related training
  - Pleasure craft operator card

## **About the Recruitment Process**

This recruitment process involves a written test, swim and physical abilities test, formal interviews, and a resiliency test.

## **About the Benefits**

Compensation based on skills and experience is an **hourly rate of \$39.51 (Averages 42 hours per week, IAFF)**, along with a host of excellent benefits including:

- Extended health, dental, and vision coverage
- Relocation assistance
- Municipal pension plan
- \$5,000 in annual mental health benefits
- \$200 annual fitness rebate
- Free community recreation pass (swimming, fitness, etc.)
- Support for professional development, including yearly conference budget
- Free on-site parking
- Tickets to local concerts, hockey games, and employee appreciation events
- Annual golf tournament, wellness initiatives, and team-building activities
- A picturesque waterfront location with access to world-class outdoor recreation and a progressive, community-oriented work culture

At the City of Penticton, we recognize that great talent and great ideas come from a variety of backgrounds. Tapping into the diversity of our community makes us all stronger and allows us to serve Penticton even better.

That's why we welcome all applicants to consider joining our team. We encourage Indigenous persons, people of colour, all genders and expressions, 2SLGBT2QIA+, persons living with disabilities, and others who reflect our ever-changing workplace to apply. If you require any accommodations during the recruitment process, please let us know, we'd be happy to support you!

If your experience is close to what we're looking for, we would love a chance to talk about working with you. We welcome your cover letter and resume by **4:00pm on February 22, 2026**.

***We thank all applicants for their interest, however, only those selected for further consideration will be contacted.***

***This position is only open to those legally entitled to work in Canada.***

## Life in Penticton

Nestled between two lakes, Penticton enjoys long, hot summers, dry winters and more than 2,000 hours of sunshine each year. We're located in the southern Okanagan Valley of British Columbia, which is easily accessed by major highways and airports.

We're known for our beaches, wine and orchards, not to mention a wide range of outdoor recreational activities. Hop on your bike to discover award-winning wineries and trails with stellar views. Shop at the bustling outdoor market, peruse art galleries or go skating at the modern Community Centre. Ski champagne powder slopes or take in a hockey game or concert at the South Okanagan Events Centre.

Penticton is located on the ancestral and unceded territory of the Syilx/Okanagan people. Its name, from the Interior Salish word snpintktn, is commonly translated as "a place to stay forever," or more accurately, "a place where people live year-round." It's the kind of place where people come to visit for the holidays – and never want to leave.

Global Television Ad - October 2018



### Personal Details

\* Required field

First name\* (required)

Last name\* (required)

E-mail\* (required)

Mobile\* (required)

Digits only or add + for international numbers

Street\* (required)

Street Cont.