

## Firefighter (Eligibility List) - 1999

### Close Date:

August 31, 2026

At the City of Kamloops, we believe in progressive and barrier-free recruitment for everybody every day. This means employment opportunities for all in a safe, inclusive and diverse workplace. We know our city is stronger when we hire qualified individuals from different backgrounds with diverse experiences, cultures and perspectives.

We are focused on creating the highest levels of service excellence, based on an organization-wide community culture that celebrates our employees who make it all happen. We are known as Canada's Tournament Capital and are famous for our hospitality and community spirit, traits that make us a leader! Recreation, sports, arts and culture, health care, social activities, volunteerism, and affordable housing all meld to form a unique blend of big-city amenities with small-town ambience. This is Kamloops!

*Let's make Kamloops shine! Join our team today.*

### Position Overview

Join a team that makes a difference every day. Kamloops Fire Rescue is a dynamic, composite fire department made up of career firefighters and auxiliary firefighters, dedicated to protecting a growing community of approximately 110,000 residents.

Operating from seven strategically located fire stations across 311 square kilometres, our team responds to a wide range of emergencies with professionalism, skill, and compassion. Beyond serving the City of Kamloops, Kamloops Fire Rescue also plays a vital regional role by receiving emergency and non-emergency calls and providing fire dispatch services for the City and 29 additional Thompson-Nicola Regional District fire halls.

Whether responding to emergencies, supporting public safety initiatives, or coordinating critical dispatch operations, every member of Kamloops Fire Rescue helps make our community safer. If you're looking for a challenging, rewarding career where teamwork, service, and excellence are at the heart of everything you do, Kamloops Fire Rescue is the place to make an impact.

**The City of Kamloops is establishing an eligibility list of qualified Firefighters in anticipation of future vacancies. All interested applicants must refer to our recruitment information and apply online.**

At the City of Kamloops, we believe in progressive and barrier free recruitment for everybody everyday. This means employment opportunities for all in a safe, inclusive, and diverse workplace. We know our city is stronger when we hire qualified individuals from different backgrounds with diverse experiences, cultures, and perspectives.

Please review all required documents found in the attached Recruitment Checklist and submit the on-line application prior to the closing date of August 31, 2026 at 11:59 p.m. (PST).

The successful candidate must have the following qualifications:

1. Canadian Citizen or legal entitlement to work in Canada.
2. Completion of Senior Secondary School **and** one (1) or more of the following
  - i) 3 years Post Secondary work experience; **or**
  - ii) Completion of 2nd year Trades Apprenticeship; **or**
  - iii) Completion of 30 Post Secondary Credits; **or**
  - iv) Completion of two (2) full seasons as a Provincial Wildfire Firefighter; **or**
  - v) Completion of two (2) years of Military service.
3. Valid BC Driver's Licence - Class 3 or 1 with air brake endorsement. Note: a driving record that demonstrates responsible and safe driving behaviour is required. A record with more than six points within the last three years will eliminate an applicant from further consideration.
4. Successful completion of an approved Firefighter Training Program, NFPA 1001 resulting in Firefighter Level 2 Certificate (with IFSAC or PROBOARD accreditation).
5. Valid certificate (within one (1) year) or licensed in the applicants' province and maintained throughout the process of one (1) of the following at the time of applying:
  - i) Emergency Medical Responder (EMR); **or**
  - ii) Primary Care Paramedic (PCP); **or**
  - iii) Advanced Care Paramedic (ACP)

*Please note, a valid British Columbia license in EMR, PCP, or ACP will be required by the time the applicant is hired.*
6. Far visual acuity. Far visual acuity shall be at least 20/30 binocular corrected with contact lenses or spectacles. Far visual acuity uncorrected shall be at least 20/100 binocular for wearers of hard contacts or spectacles as per NFPA 1582 (most recent version). Successful long-term soft contact lens wearers shall not be subject to the uncorrected criterion.
7. Peripheral vision. Visual field performance without correction shall be 140 degrees in the horizontal meridian in each eye as per NFPA 1582 (most recent version).
8. Normal unaided hearing as per NFPA 1582 (most recent version).

Preferred Qualifications:

1. Work experience related to the job duties of a Firefighter.  
(Example: building construction; mechanical experience; driving large or emergency vehicles; fire service including forest firefighting, first aid, nursing, paramedical experience, teaching, or instructional experience.)
2. Successful completion of a post-secondary education program (academic, technical, or trades).
3. Completion of fire services related courses (auto extrication, surface water rescue, swift water rescue, high angle/rope rescue, confined space, hazardous material, aircraft fire crash rescue, incident command, critical incident stress).
4. Valid BC Driver's Licence - Class 4.
5. Volunteer experience in the emergency services field (volunteer firefighting, coast guard, search and rescue).
6. Demonstrated community involvement.
7. Pleasure Craft Operator Card.
8. A demonstrated commitment to a lifestyle of fitness.

For new hires and for those working in designated positions of trust, including those working directly with vulnerable persons, no formal offer of employment will be made until an applicant completes and passes a criminal record check. A comprehensive benefits package is included with this position. This is a unionized position with IAFF Local 913; check out our Collective Agreement (2022 - 2025) for full details. As this is a unionized position, all qualifications must be met in order to be shortlisted for the position.

Candidates hired off of the Kamloops Fire Rescue eligibility list will hold a permanent flex firefighter position. Kamloops Fire Rescue will guarantee flex firefighters a minimum of 336 working hours over a 56-day period. Once the flex period is complete, the hours of work will be 24 hours on duty, immediately followed by 24 hours off duty, immediately followed by 24 hours on duty, immediately followed by 120 hours off duty.

For new hires and for those working in designated positions of trust, including those working directly with vulnerable persons, no formal offer of employment will be made until an applicant completes and passes a criminal record check.

For detailed information on this position and for more information on our community, please refer to our website. The City of Kamloops thanks all applicants for their interest in applying for this position; however, only those selected to participate in the process will be contacted.

### **Hourly Rate**

As per CA – 1st year FF \$39.377 (first 6 months)

### **Hours & Days of Work**

24-hour shift schedule. 24 hours on duty, immediately followed by 24 hours off duty, immediately followed by 24 hours on duty, immediately followed by 120 hours off duty.

### **Hours per Week**

42 (Average)

Please note if you need assistance or have individual needs or requirements throughout the application process, contact the Human Resources Department by telephone, email [hr@kamloops.ca](mailto:hr@kamloops.ca) or in person at 6-510 Lorne Street so we can better support you.

External job postings are open to everyone. We are an equal opportunity employer and thank all applicants for their interest. Please be sure to review the application requirements of each job you apply for. Only those selected to participate in the recruitment process will be contacted.

Applications are accepted online at [kamloops.ca/careers](https://kamloops.ca/careers).

**Kamloops Fire Rescue  
2026 Firefighter Recruitment**

**Physical Performance Test  
Applicant Consent Form**

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**This form must be included with your application**

IN consideration of the City of Kamloops (the "City"), agreeing to review my application for the position of Firefighter and allowing me to participate in the mandatory physical fitness testing component of the competition (the "Tests") , I hereby discharge the City and its officers, employees, servants, and agents from any and all actions, causes of actions, claims demands, and liabilities of every nature or kind whether arising at common law or in equity, by contract, by tort or under any statute or otherwise in any way related to or connected with any personal injury or injuries which I may suffer as a result of my decision to participate in the Tests.

FURTHER, I acknowledge that I have reviewed the description of the Tests and agree that I voluntarily agree to perform the Tests in accordance with the rules for the Tests, a copy of which I have received.

FURTHER, I agree that I will be solely responsible to ensure that I act and govern myself so as to maintain my own safety during the Tests.

THIS waiver contains the entire agreement between myself and the City with regard to the matters described and there are no agreements collateral to this waiver or any representations or warranties other than those herein contained.

THE provisions in this waiver shall inure to the benefit of the City's successors and assigns and shall be binding upon my heirs, executors, administrators, successors, and assigns.

I acknowledge that I have read over and fully understand all information provided regarding the Tests and all of the terms and conditions of this waiver. I acknowledge that I was given sufficient time to review the terms of this waiver and to seek independent legal advice before executing this document.

\_\_\_\_\_  
Name of Applicant (please print)

\_\_\_\_\_  
Signature of Applicant

\_\_\_\_\_  
Date

## **Kamloops Fire Rescue 2026 Firefighter Recruitment**

### **Physical Fitness Test – Physician Consent Form**

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**This form must be included with your application**

Firefighting can be one of the most strenuous occupations and can place heavy physical demands on the body. Firefighters need to maintain a high level of physical fitness to carry out their duties effectively and efficiently.

The following is presented as a guide for you to know if you will be able to complete the physical testing portion of Kamloops Fire Rescue.

#### **TWENTY METRE AEROBIC SHUTTLE RUN (LEGER TEST)**

This test provides an evaluation of aerobic fitness. A warm-up is included as part of the test and only the last portion of the test may require maximum effort. The objective is to follow the progressively faster pacing over a 20-metre course. The shuttle run consists of running back and forth over a 20-metre course at progressively faster speeds in which each Stage corresponding to a level of aerobic fitness with a minimum fitness requirement of Stage 7 and an increasing aerobic fitness score (from 1 to 8) awarded when progressing from Stage 6.5 to Stage 10. You will receive a "Meets Standard" rating if you reach stage 7.0, which will require approximately seven minutes of running. The maximum stage is Stage 10.

#### **JOB SIMULATION PERFORMANCE TESTS**

There are eight job-related performance tests. The tests are designed to simulate the physical demands of a firefighter's job, which requires both muscular strength and endurance.

##### **1. Claustrophobia (search confined area - pass/fail)**

Wearing a blacked-out face piece, you will be guided into, and locked in a confined area for a time to be determined by the tester. While you are confined, you will be instructed by the tester to find a series of washers. You must then call out the correct number to the tester. This test detects fear of confined areas. It is scored on a pass/fail basis and is not timed.

##### **2. Acrophobia (ladder climb- pass/fail)**

Wearing a 9.1-kilogram pack (simulating a self-contained breathing apparatus), you will climb a 12.2 metre extension ladder, uncouple and re-couple a mounted hose connection, then climb down the ladder. This test assesses fear of heights (acrophobia) and manual dexterity. Please note that firehalls may also ask you to ascend to the top of a higher firefighting ladder.

*Note: During the remaining tests you will be wearing a 14.5-kilogram vest/backpack plus 1.8-kilogram weights on each ankle.*

*These weights approximate the heaviness of the protective clothing and SCBA worn by firefighters. You will be timed when you perform all tests except search enclosed area and ladder lift test.*

### **3. Hose carry/stair climb (85 lb up & down stairs several times – timed for pass)**

You will lift and carry over your shoulder a 38.5-kilogram bundle of hose up and down five flights of stairs (or up and down 2 . floors twice; approximately 50 ft in height). This test simulates carrying equipment to the 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.

### **4. Rope pull (50 lb up & down several times – timed for pass)**

Using a rope, you will hoist then lower a 22.5-kilogram weight in a hand-over-hand manner - height of approximately 20 meters, one repetition (or 2 repetitions x 10 meters or 3 repetitions x 6.7 meters). This test simulates hoisting firefighting equipment to and from windows or roofs in a six-story building. It assesses manual dexterity, plus the muscular strength and endurance of the upper body and back.

### **5. Simulated hose advance (135 lb over 50 ft – timed for pass)**

You will pull a 61.4-kilogram load which simulates a charged hose line (a hose line that is ready to discharge water), a distance of 15 metres. This test assesses leg power and muscular strength of the upper body.

### **6. Ladder lift (56 lb - pass/fail)**

You will remove and replace a 25.5-kilogram ladder from brackets mounted 1.93 metres above the floor. This test simulates the demands involved in numerous firefighting activities (i.e., pike poling, removing ladders from aerial beds, etc.) which require working at or above chest/shoulder height. It assesses muscular strength and endurance of the upper body and back.

### **7. Victim drag (200 lb over 50 ft – timed for pass)**

You will drag a 91 kilogram "victim" a distance of 15 metres while weaving in and out of traffic cones placed every 3 metres. 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 (pass/fail)**

In this test you are required to move a heavily weighted tire a distance of 12 inches (30.5 cm), until the tire contacts the wall, by hitting the tire repeatedly with a 10 lb (4.5 kg) sledge hammer. This task simulates a forced entry through a door or wall and requires

upper body strength, upper body endurance and motor ability. The height of the table is the height of a door handle and also the height at which a sledgehammer or axe is normally swung during a forced entry. Moving a tire of this weight a distance of 12 inches has been documented to require the same amount of sledge hammer work as breaking through a door or wall. The tester will record the number of hits and the total time taken to complete the task. Timing begins when you first draw the sledge hammer back from the tire and ends when the tire first contacts the wall. Please be aware that the hammer will rebound, so hold onto the hammer tightly during both the hit and rebound.

### **SWIM TEST**

Applicants will be tested on the following swim exercises:

- A five (5) minute surface support treading water exercise;
- 150-meter swim to a victim and tow for 25 meters (victim in a life jacket); and
- A 20-lbs weight recovery from the bottom of the pool (7 ft depth).

Please ensure to bring appropriate swimming apparel for this portion of the testing.

### **Final instructions for all events will be issued at time of testing.**

You must have your physician review this document, sign and stamp below indicating that they authorize you to complete the physical fitness assessment.

I hereby authorize \_\_\_\_\_ (applicant's name) to complete this job-related physical fitness assessment.

\_\_\_\_\_  
Applicant's Name (please print)

\_\_\_\_\_  
Applicant's Signature

\_\_\_\_\_  
Physician's Name (please print)

\_\_\_\_\_  
Physician's Signature

\_\_\_\_\_  
Date

## Kamloops Fire Rescue 2026 Firefighter Recruitment

### Recruitment Checklist

Use this checklist to confirm that you have submitted the required documents as indicated below. **You must save the documents in the order listed on this checklist and use the filenames we have provided.**

1. Completed Recruitment Checklist – Save as **1 Checklist.** ☐
2. Resume – Save as **2 Resume.** ☐
3. Cover Letter - Save as **3 Cover Letter.** ☐
4. Copy of birth certificate or proof of entitlement to work in Canada  
– Save as **4 Citizenship.** ☐
5. Copy of your high school diploma or GED certificate – Save as  
**5 High School.** ☐
6. Copy of one (1) of the following additional educational requirements ☐  
– Save as **6 Additional Education:**
  - ✓ 3 years Post Secondary work experience; or
  - ✓ Completion of 2<sup>nd</sup> year Trades Apprenticeship; or
  - ✓ Completion of 30 Post Secondary Credits; or
  - ✓ Completion of two (2) full seasons as a Provincial Wildfire Firefighter; or
  - ✓ Completion of two (2) years of Military service.
7. Copy of certificate which displays the IFSAC or PROBOARD seal which provides  
proof of successful completion of an approved Firefighter training program  
resulting in a minimum of Firefighter Level 2 Certificate (NFPA 1001).  
The original, official certificates with seals must be available for inspection if  
invited for an interview with the panel – Save as **7 Training.** ☐

*Note: If you have completed your Firefighter Level 2 Certificate prior to August 31, 2026 but have not yet received your official certificate, proof of, completion such as a letter from your Fire School or Academy must be provided.*

8. Copy of valid B.C. Driver's License (Class 3 OR 1 with air brake endorsement) ☐  
– Save as **8 DL**.
9. Current driver's abstract – Save as **9 Abstract**. ☐

Note: The driver's abstract should demonstrate responsible and safe driving behaviour. **More than six points in the last three years from the date of application is considered excessive and will exclude you from further consideration.** Applicants applying from outside of B.C. should upload an abstract from where they hold their driver's license.

10. Valid British Columbia license of one (1) of the following – Save as **10 First Aid**: ☐  
     ➤ Emergency Medical Responder (EMR); or  
     ➤ Primary Care Paramedic (PCP); or  
     ➤ Advanced Care Paramedic (ACP)
11. Applicant Consent form for Physical Performance Test – Save as **11 Applicant Consent**. ☐
12. Doctor Consent form – Save as **12 Doctor Consent**. ☐

*Note: You do not need to submit the Doctor Consent Form **unless** you are selected to participate in the physical testing. If you do not submit in advance, you **MUST** bring a copy with you on the day of the testing. Physical testing is scheduled for October 19 – 20, 2026. **Failure to bring a doctor's consent form will prohibit you from participating and advancing in the recruitment process.***

13. Three work related references and contact information of individuals who have supervised you – Save as **13 References**. ☐
14. Additional documents as indicated under Preferred Qualifications of the job posting – Save as **14 Name of Preferred Qualification**. For example: ☐  
     ✓ 14 Emergency Medical Responder  
     ✓ 14 B.C. Driver's License Class 4  
     ✓ 14 Pleasure Craft Operator Card  
     ✓ 14 Community Involvement

Please see the job posting for a complete list of preferred qualifications.



Kamloops Fire Rescue  
2026 Firefighter Recruitment

Vision Acuity

Far Visual Acuity

Far visual acuity shall be at least 20/30 binocular corrected with contact lenses or spectacles. Far visual acuity uncorrected shall be at least 20/100 binocular for wearers of hard contacts or spectacles as per NFPA 1582. Successful long-term soft contact lens wearers shall not be subject to the uncorrected criterion.

- ☐ Applicant meets
- ☐ Applicant does not meet

Peripheral Vision

Visual field performance without correction shall be 140 degrees in the horizontal meridian in each eye as per NFPA 1582.

- ☐ Applicant meets
- ☐ Applicant does not meet

Indicate visual acuity without correction:                      **Left** 20/\_\_\_\_                      **Right** 20/\_\_\_\_

Indicate visual acuity with correction:                      **Left** 20/\_\_\_\_                      **Right** 20/\_\_\_\_

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I hereby confirm the above visual acuity and peripheral vision information is correct

and that \_\_\_\_\_ (applicant’s name) meets the requirements outlined above per NFPA 1582.

Applicant’s Name (please print)

Applicant’s Signature

Physician/Optometrist’s Name  
(please print)

Physician/Optometrist’s  
Signature

Date