

Nanaimo Fire Rescue Career Recruitment Process

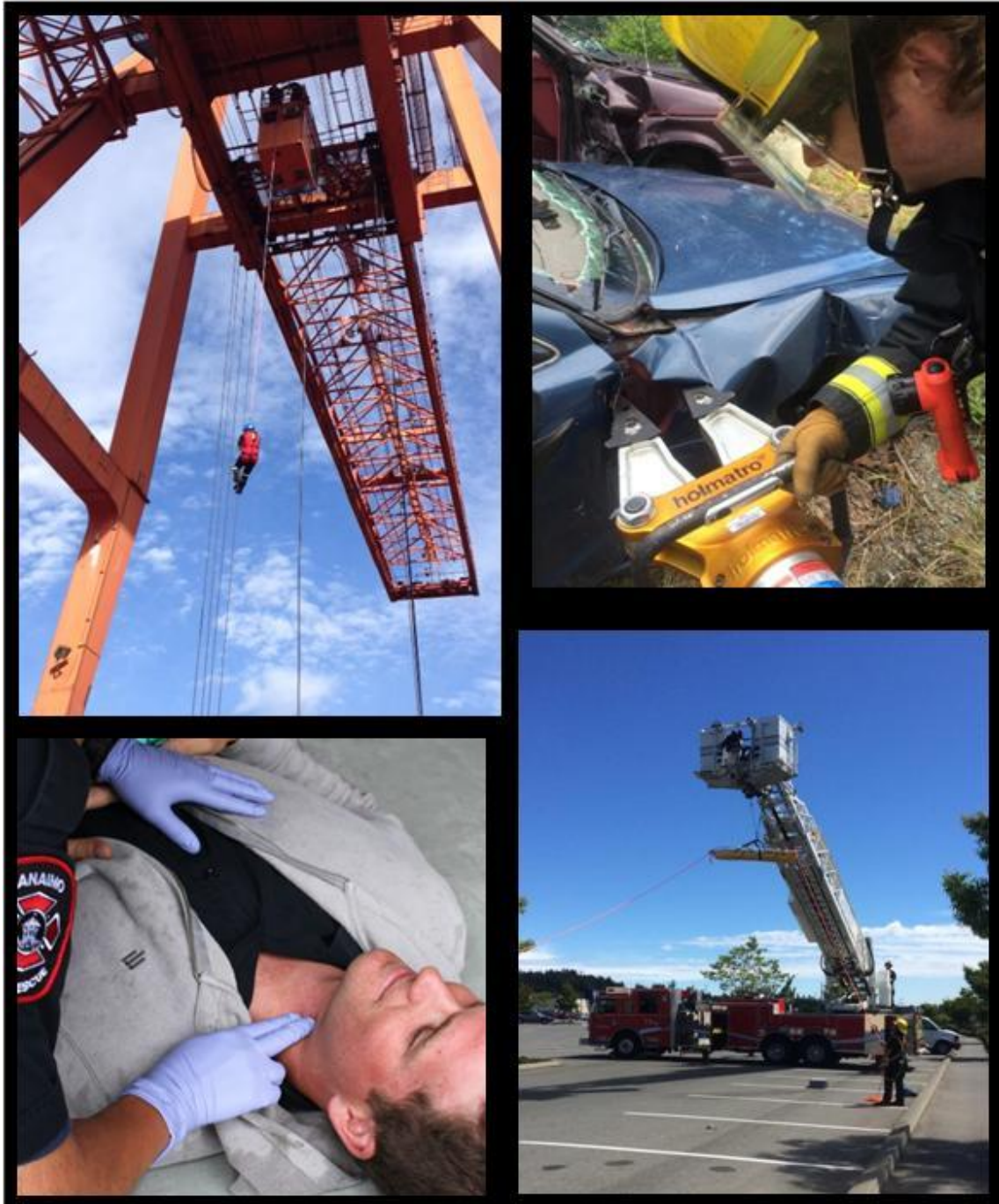


Table of Contents

Join Our Team 1

Compensation and Hours of Work.....2

Volunteering2

Factors for Consideration3

Competition Process.....3

Qualification / Certification4

In Summary6

Join Our Team

Being a Fire Fighter is a demanding job that places physical and psychological demands on you.



The role of Fire Fighters has evolved a great deal in the last twenty years. The number of calls for medical assistance, motor vehicle incidents, hazardous materials incidents, technical rescue and public assistance are increasing exponentially. We put a high degree of importance on public education, fire safety and the promotion of working smoke alarms.

The ability to exercise judgement and react quickly with remedial action under adverse conditions is paramount. Often Fire Fighters are in situations that require a significant level of trust; the protection of bystanders, occupants including young children, contents and valuables are important responsibilities for maintaining community respect. We seek candidates who perform to the highest ethical standards who are mature, educated and team-oriented, people who represent the diverse nature of the community we serve. Your personal integrity, character, pride, respect and leadership will reflect the pursuit of excellence to meet customer needs.

Nanaimo is committed to customer service, workplace diversity, and ethical behaviour through an atmosphere of teamwork and innovative problem solving. A comprehensive selection process is used to identify exceptional candidates and will help us hire a more well-rounded or 'holistic' member of our team.



If your career goal is to be an ambassador in public safety and to work in an effective team environment assisting those in need, we may be looking for you.

Compensation and Hours of Work

Prior to applying for a position with Nanaimo Fire Rescue, it is important to clearly understand the roles and responsibilities of a career Fire Fighter.

A Fire Fighter starts their career as a Flex Fire fighter. Flex Fire Fighters work full time hours but are scheduled to best meet the department's operational needs and therefore are not guaranteed a regular schedule and must be available for short-notice schedule changes. Flex Fire Fighters are required to reside within one hour's travel time of the City's fire stations in order to be able to meet the nature of the Flex Fire Fighter position. One hour's travel time means one hour driving time in a passenger vehicle (car, truck or SUV) at the posted speed limits from the employee's home to the furthest most station for the scheduled shift start times.

Nanaimo Fire Rescue offers excellent pay and benefits. These terms of employment are in the City/IAFF Collective Agreement at www.nanaimo.ca.

Apart from Flex Fire Fighter positions, the hours of work are based on a 24hr shift schedule:

- one 24 hr day from 8am-8am
- 2 days off
- one 24 hr day from 8am-8am
- 4 days off

During a shift Fire Fighters engage in a variety of activities:

- Emergency response
- Annual fire inspections
- Fire station chores
- Vehicle and equipment checks
- Home safety visits which may include smoke alarm installations
- Training
- Maintain physical fitness in the fire stations' fitness centres
- Hose and ladder testing
- Crews cook and eat meals together to promote comraderie



Volunteering

Outside of working hours, Fire Fighters are active in the community in many charitable functions organized by the Nanaimo Fire Fighters Union, Local 905 of the International Association of Fire Fighters (www.iaff905.org). Thousands of dollars are raised each year for their charities which support the Fire Safety House program, Muscular Dystrophy and Burn Fund, to name a few.

Factors for Consideration

Like any career, there are challenges to working as a Fire Fighter. Make sure you understand what you are committing to prior to pursuing all of the required certifications. Things to consider include:



Shift Work

- Rotating shifts require Fire Fighters to work weekends and statutory holidays.
- Shift work may require Fire Fighters to make significant adjustments to their personal schedules.
- Shift work also requires Fire Fighters to be away from home overnight on a regular basis.

Physically Demanding

- Fire Fighters must maintain their physical fitness and lead a healthy lifestyle to perform their duties safely and to guard against the health risks of the job, which include heart disease and several forms of cancer.

Psychologically Demanding

- The work of a Fire Fighter is often mentally and emotionally challenging. It will expose you to stressful situations including tragic and traumatic incidents.
- Maintaining a healthy lifestyle is very important for a Fire Fighter's mental resilience. Fire Fighters must have healthy coping strategies and a strong support system in place to help them respond to and deal with stress in an effective way.

Competition Process

Finding exceptional people takes time. Our process can take up to 6 months to complete with various stages that may include:

- Psychometric testing – to see if you have the aptitude to be a Fire Fighter
- Practical skills assessment – to see if you can perform the skills you've learned
- Fitness testing – to test your fitness level
- Interview – to get to know you better
- Medical examination – to make sure you are safe to do this work

Shortlisting may occur at any time in the process. Some stages involve costs to the candidates.

Qualification / Certification

<i>Minimum Required Qualifications</i>
• Legally entitled to work in Canada
• High School Diploma or equivalent
• NFPA 1001 or 1010 (Fire Fighter Level 1 & 2 Certification)
• Emergency Medical Responder License from EMALB
• Candidate Physical Abilities Test (CPAT) OR a University of Victoria Fire-Fit certificate (<i>within past 12 months</i>)
• Class 3 BC Driver's license with air brake endorsement (or equivalent out of province license)
• Drivers abstract showing responsible and safe driving behaviour with less than 6 points in the past 3 years
• Able to pass a Fire Fighter Medical Examination according to NFPA Standards 1582
• Free of any criminal or summary conviction offences related to the job of a Fire Fighter and will pass a Police Information Check for such offences
• Willing and able to reside within 1 hour's travel time of the City's fire halls*(<i>see information below</i>)
<i>Desirable Qualifications / Experience</i>
• Trades Certification
• University / College degree or diploma in a relevant discipline
• NFPA 1002 or 1010 Driver/Operator Certification
• Hazardous Materials
• High Angle Rescue
• Other Rescue related training
• Confined Space Entry
• Fire Service Instructor

• Pleasure Craft Operator's Card
• Fluency in a second language
• Previous Fire Service or related experience (e.g. medical, construction, mechanical trades, machinery operations)
• Public Education Experience
• Community Volunteer Experience

**A Fire Fighter starts their career with Nanaimo as "Flex Fire Fighter". Flex Fire Fighters work full time hours but are scheduled to best meet the department's operational needs and therefore are not guaranteed a regular schedule and must be available for short-notice schedule changes. Flex Fire Fighters are required to reside within one hour's travel time of the City's fire stations in order to be able to meet the nature of the Flex Fire Fighter position. One hour's travel time means one hour driving time in a passenger vehicle (car, truck or SUV) at the posted speed limits from the employee's home to the furthest most station for the scheduled shift start times.*



In Summary

It is important to prepare yourself for successfully securing a position as a Fire Fighter.

- Take time to review all of the qualifications and make sure all of yours are completed and up-to-date.
- Review the City's website at www.nanaimo.ca including general City information.
- The hiring process may be extensive and minimal amount of time may be given for testing. While we will attempt to keep candidates informed of scheduled testing, it will be up to you to be ready and willing to participate at various stages.

We hope we have given you a realistic view of a career in the Fire Service. If you choose to pursue a career as a Fire Fighter, we wish you the best of luck.

Please be aware that we amend the hiring process, from time to time, in order to best meet the evolving needs of our department and community. Prior to each hiring process, we will update this document. Make sure you are using the most current version of this document when you apply.

