
***Naturally, Campbell River** – Located on Vancouver Island, surrounded by the ocean and majestic mountains, the City of Campbell River offers a rare combination of a welcoming small-town feel with large-city amenities. From summer markets and street events to an active arts and culture community to year-round, world-class recreational opportunities, the Campbell River lifestyle is unparalleled. We are a 45-minute drive from the winter and summer activities of Mount Washington, and just minutes from more than 100 km of all levels of mountain biking and hiking trails, plus easy access to the ocean, rivers and lakes for sports fishing, kayaking, paddle boarding and whale watching*

Firefighter Eligibility List

The City of Campbell River is seeking to create a firefighter eligibility list in order to fill any upcoming vacancies within the Fire Services Division.

As a firefighter, reporting to a captain, you would perform a wide variety of technical tasks in support of the emergency rescue operations, fire suppression, specialized operations, hazardous materials and prevention functions. You would also perform a variety of technical and administrative tasks in support of the fire department.

The starting hourly rate of pay for this IAFF bargaining unit position is \$33.177.

Please visit our "[employment page](#)" to view documents that include the application process, application checklist (documents to be included in your application) and recruitment information documentation, which lists the schedule of steps in the selection process.

This posting closes at noon on Monday, August 21, 2023

Please send your application package, quoting **Competition FIRE-23-71** to:



Human Resources Department
City of Campbell River
301 St. Ann's Road
Campbell River, BC V9W 4C7
Email: careers@campbellriver.ca

We thank all applicants, however, only those being invited to the testing phase will be contacted.

Please follow this process carefully in order to apply for this eligibility list.

- 1) Complete the attached 'Application Checklist' in its entirety. If you are unable to 'check' as complete EACH box under the minimum qualification section, your application will NOT be reviewed.
- 2) Prepare your submission by creating a single PDF of your entire package, which shall be ordered as follows:
 - a) 'Application Checklist' (this should be page 1 of the PDF)
 - b) Cover letter (2 page maximum)
 - c) Resume (4 page maximum)
 - d) Proof of legal entitlement to work in Canada
 - e) High School graduation transcript
 - f) NFPA 1001 Level 2 Certificate
 - g) Driver's licence
 - h) Driver's abstract
 - i) EMA licence
 - j) Fitness test results
 - k) Any certificates from the Preferred Qualifications list only
- 3) Recheck your PDF to be sure you have included all the required documents, and they are in the correct order.
- 4) Submit your application by emailing it to careers@campbellriver.ca

Applicant Name: _____

Minimum Qualifications Required Upon Application

- Complete and include this checklist (page 2 of 3 only)
- Cover letter – Outlining how your skills and experiences fit into the fire service, and why you are interested in the CRFD specifically (1-2 pages)
- Resume – Clearly showing your education and work experience. It shall clearly list all of your education and training. Please do NOT include copies of any certificates in your resume section. Only specific certificates are being requested at the time of application (see below). You will be asked to produce all supporting documents later in the process. (1-4 pages)
- Have the legal entitlement to work in Canada (e.g. Passport, Birth Certificate or Permanent Resident Card)
- High school graduation transcript – shall clearly show that you graduated high school, show your subjects taken, and grades
- NFPA 1001 level 2 certification from an accredited training agency
- A valid BC class 3 driver's license with an air brake endorsement (or equivalent)
- A driver's abstract that demonstrates responsible and safe driving behaviour (More than 6 points in the last 3 years, from the posting date, is considered excessive and does not meet this requirement)
- Valid first responder level 3 license with spinal & AED endorsements, or higher EMA licence, issued from a provincial board or college of paramedics. While you may apply without a current EMALB license, preference may be given to applicants holding a current EMALB license, and will be required prior to any job offer
- Current (within the last 12 months) certificate of successful completion of the University of Victoria Firefighter Physical Fitness evaluation

Preferred Qualifications

- EVO certification from an accredited training agency
- An EMR, PCP or ACP licence issued by a licencing board
- Post secondary diploma or degree certificate
- Red Seal trade qualifications
- Fire related training (do NOT include copies, but rather list these in your resume)

Only those applicants meeting **ALL** of the minimum qualifications above will have their resumes reviewed. Only those applicants selected to advance in the hiring process will be invited to complete the next steps, which may include:

- 1) Behavioral Testing - You must achieve a passing score to be eligible to proceed
- 2) Ergometrics FireTeam Aptitude Testing - You must achieve a passing score to be eligible to proceed
- 3) Job Performance Testing – Ladder climb & tunnel crawl
- 4) Microsoft Office computer skills testing - You must achieve a passing score to be eligible to proceed
- 5) Interviews
- 6) Candidates advancing past the interview process will be require to complete a vision, hearing, and a health assessment.
- 7) Criminal record and vulnerable sector check
- 8) In-Station Assessment

This posting closes at noon on Monday August 21, 2023. Applicants being invited to the testing portion of the competition will be notified by email on Tuesday, August 22, 2023. Steps 1-3 above will be conducted on **Saturday, August 26, 2023** in Campbell River, time and location TBA. Interviews are tentatively scheduled during the week of **September 5, 2023**.