



JOB DESCRIPTION

Position Title: Paid On Call Fire Fighter

Date: April 23, 2024

Department: Fire Services Department

Supervisor: Deputy Fire Chief/Fire Chief

Position Summary:

The primary function of the Paid On Call Fire Fighter is to participate in department sanctioned training and safely and effectively respond to incidents when paged. This includes a diverse range of emergency calls, including fires, alarms, medical emergencies, and rescues. Your role involves actively combating various types of fires, performing search and rescue operations, and using a range of tools and equipment. Beyond emergency response, you'll contribute to public safety through fire safety education and community-service events. Regular training and maintenance of equipment, including driving and operating fire trucks/vehicles, are integral to the position. Fire Fighters may be required to make decisions and work without supervision until an Officer arrives at the scene.

Core Values:

Every employee is expected to demonstrate commitment to the following core values:

- Safety;
- Integrity;
- Personal Responsibility;
- Team Work;
- Respectful Workplace; and
- Inclusiveness.

Physical Demands:

- Periods of prolonged sitting;
- Occasional periods of prolonged standing;
- Occasional periods of prolonged walking;
- Must maintain the physical agility, strength, fitness and vision requirements required of the position;
- Must be physically able to lift heavy items employing safe lifting procedures;
- Must be able to perform highly physical tasks effectively under adverse and extreme environmental conditions; and
- Must be able to work effectively from ladders and at extreme heights.

Psychological Demands:

- Periods of high pressure and stress;
- Dealing with sensitive situations and/or situations of conflict;
- Must be able to respond to frequently changing operational demands;

- Must be able to deal effectively with difficult people and extremely stressful situations; and
- Must be able to understand written and/or verbal instructions.

Responsibilities:

- Respond to a variety of calls, including fire/alarm, motor vehicle incidents, medical emergencies, and rescue situations, actively attending and combatting fires of different types, such as structure, vehicle, and wildland fires;
- Perform search and rescue of person(s) from dangerous situations/conditions; assess patient(s) and administer first aid as required;
- Performs ventilation by making openings in buildings, using exhaust fans or fog streams;
- Enters burning or contaminated buildings, structures, and other areas to perform rescues and/or fight fires while wearing required clothing and safety equipment;
- Responsible for various fire suppression duties;
- Responsible for using a variety of tools and equipment;
- Performs salvage work at fire and emergency scenes;
- Participate in community-service and public education events;
- Routine service and maintenance of Fire Department equipment and property, including regular equipment checks;
- Responsible for driving and operating fire trucks/vehicles;
- Attends regular training sessions to practice procedures and to learn fire fighting and rescue methods;
- Assists with the fire prevention program; and
- Performs other assigned duties as required by the Fire Chief.

Required Qualifications:

- A valid BC Class 5 Driver's Licence (automatic or manual) with airbrakes or equivalent;
- A current Driver's Abstract that demonstrates responsible and safe driving behaviours (5-year driving history);
- Legally entitled to work in Canada; and
- Completion of Grade 12 or equivalent is required.

Preferred Qualifications:

- First Responder Level 3;
- Completion of post-secondary education or apprenticeship program is preferred;
- Completion of fire-service related courses such as auto extrication, hazardous materials, incident command, critical incident stress, wild land firefighting, BC Fire Code, etc. is preferred;
- Volunteer experience; and
- Demonstrated commitment to a lifestyle of fitness, health and wellness.

Required Knowledge, Skills and Abilities:

- Ability to react quickly and perform duties calmly and efficiently under all conditions, including situations of strain and duress;
- Ability to understand and follow verbal and written instructions;

- Ability to develop and maintain good personal and working relations with members of the department, government agencies, emergency response agencies, community organizations, and the public;
- Ability to frequently exercise independent action and judgment in circumstances of extreme urgency where referral to superior for directions may not possible;
- Ability and strength to perform prolonged and arduous duties under dangerous working conditions;
- Ability to work at height and within confined spaces;
- Demonstrates a willingness to perform assigned tasks;
- Exhibits conscientiousness and dependability;
- Physically fit as evidenced by medical examination;
- Ability to maintain and upgrade skills on a regular basis (such as recertification of first responder level 3); and
- Ability to successfully clear a Police Information Check (PIC).

Disclaimer:

The above statements are intended to describe the general nature and level of work being performed by people assigned to this position. This is a general list of responsibilities, duties and skills required of personnel so classified. Other related duties may be assigned in keeping with the general nature of the position.

Working Conditions:

The position entails responding to emergencies in all weather conditions and monitoring radio communications for the response area, responding to and attending when available to emergency calls on a 24-hour basis. This position may require attendance during weekends and evenings due to community meetings/functions. At times, the incumbent may be required to enter into hazardous atmospheres and areas, involving some personal risk. Work must be conducted safely, adhering to relevant Acts, Regulations, and Policies. This role demands resilience to mental and physical stress in challenging environments and meeting the minimum physical demands of the position. A minimum attendance of 75% of the weekly practice/training nights is expected annually. Attending a minimum of 40% of the callouts on an annual basis.
