



**Career Opportunity
City of St. Thomas Fire Department**

**Probationary Firefighter
Job Posting #71-06-18**

Job Description:

A career with the St. Thomas Fire Department is both challenging and rewarding. It will require a very high level of dedicated service to the community and a willingness to always help others. This position will require that you respond to all emergencies when called upon. Specifically, you will respond to the following: all hazards, fire emergencies, all rescues, medical emergencies to provide emergency patient care and assistance, motor vehicle emergencies to provide scene, vehicle and patient stabilization, other specialized emergencies and calls for public assistance. In addition you will be required to assist and provide public safety education, fire inspections, develop pre-fire emergency plans, engage in training activities on a regular basis and maintain fire apparatus, equipment, and stations.

Once hired, the position is probationary for a period of six (6) months from the start date. Candidates must be physically fit and able to handle the sustained, intense physical effort that is often required of a firefighter.

Firefighters are expected to maintain: all required competencies, certifications, skill levels and a high level of professionalism. They are required to: be self-motivated, quickly solve problems, work as part of a dynamic team, and follow written and verbal instructions.

About the City of St. Thomas Fire Department:

The City of St. Thomas Fire Department is comprised of 58 full-time staff operating out of two fire stations. The Department consists of five divisions: Administration, Training, Fire Prevention/Public Safety Education, Communications and Operations. Each operational platoon consists of a Platoon Chief, two Captains, nine Firefighters and a Radio Telecommunications Operator. The Department is also responsible for Municipal Emergency Preparedness.

The Community of St. Thomas

St. Thomas is located in the heart of Southwestern Ontario in beautiful Elgin County. Surrounding St. Thomas are numerous picturesque towns, lakeside villages and historic hamlets, each with their own unique charm. The Lake Erie Shores are only a short 15 minute drive from the city. We're also a quick hop from London, Ontario. With a [railway history](#), St. Thomas has one of the province's leading [farmers' markets](#) and [beautiful scenic parks](#). It has a diverse mix of residential homes, a number of restaurants, a large movie theatre and a vibrant downtown core. St. Thomas has something to offer for just about everyone. And no city is more [strategically located](#); just moments from the 401 corridor and halfway between Detroit and the shores of Lake Huron to the west, Toronto, Niagara Falls and Buffalo to the east. Each is just a little more than a two hour drive away.

Work Environment:

This position will work both indoors and outdoors.

Hours of Work:

This position works ten hour and fourteen hour shifts, and averages forty-two (42) hours of work per week over a four week period.

Compensation:

This permanent full-time position has a starting rate of \$56,045 per annum (2016 rate), plus benefits as per the current Collective Agreement. Upon completion of a probationary period, the City offers a comprehensive benefit package.

Occupational Safety Responsibilities:

The Occupational Health and Safety Act (OHSA) clearly states worker responsibilities (reference Sections 28 of the OHSA).

Physical and/or safety requirements:

- Must be physically fit to handle the sustained, intense, physical effort often required to perform these duties
- A detailed physical demands analysis is available for this position
- Lifting: occasional lifting floor to bench, bench to shoulder, above shoulder (up to 34.1 kgs) (equipment, ladder, chain saw, generator, extinguisher, victim, angus manifold, ventilation fan, uncharged/charged hose, furniture, tools, jaws of life, power pack)
- Carrying: occasional carrying (15m) (up to 34.1 kgs) (tools and equipment (jaws, power packs) to the accident scene; remove tools, equipment, and victims from the scene)
- Pushing: occasional pushing at or above shoulder, below shoulder (up to 22.73 kgs or 50 lbs) (raise ladder, break windows, pry doors, move furniture, push equipment into place, CPR, jaws)
- Pulling: occasional pulling/dragging above and below shoulder (up to 90.72 kgs or 200 lbs) (equipment from compartments, pull hose, pull door, drag victims (15 m), open doors, start generator, pull ropes)
- Handling: frequent handling (up to 22.73 kgs) (operate nozzle, hydrant, power cords, roll/reload hose, hand tools, pails of foam)
- Gripping: frequent gripping (hold tools, chainsaw, jaws, hose, coupling, poles, ladder, compartment handles, blocks/cribbing, pry bar, operate extinguisher, power cords, hammer)
- Fine finger movements: occasional (manipulate controls, sprinklers, alarms, utilities, typing/reports, pens, pencils)
- Reaching: occasional and frequent (retrieve and reload materials on truck, reach for victims, reach with pole, reach for roofing materials, alarms, sprinklers)
- Foot action: occasional and frequent (move debris or hose, climbing ladder, climbing in and around truck)

In order to be considered for a career as a St. Thomas Firefighter, you must meet the following minimum requirements:

- 18 years of age or older and legally entitled to work in Canada;
- An Ontario secondary school diploma (Grade 12) or equivalent;
- NFPA 1001; Firefighter Level 1 and 2 certified from an accredited institution;
- Valid Ontario Fire Administration Inc. (OFAI) Candidate Testing Services certificates for Stage One, Two and Three plus Swim Test. Certificates must be valid at the time of application. Please visit www.ofai.ca for more information;
- Valid current Standard First Aid certificate and a valid CPR for Health Care Providers (Level HCP) certificate;
- Valid Class "DZ" driver's license with a satisfactory Driver's Abstract (to be submitted at time of conditional job offer);
- Ability to work on rotating shifts, including nights, weekends, and holidays;
- Ability to understand and communicate clearly in English, both oral and written;
- Ability to cope in high stress situations;
- Ability to work as a team member;
- Ability to obtain and provide a satisfactory vulnerable sector criminal record search (to be submitted at time of conditional job offer).

Education/Experience Assets:

- Post-secondary education (i.e. college, university, business, apprenticeship program, continuing education)
- Advanced First Aid
- Previous professional and/or volunteer firefighting experience
- Other emergency service experience (i.e. military, paramedic, emergency service, medical experience, etc.)
- Community involvement and/or volunteer experience
- Completion of the former Ontario Firefighter Curriculum courses
- Licensed trades (i.e. electrician, plumber, mechanic, carpenter, construction, etc.)
- Additional certificates and courses related to fire services

Physical Test:

Valid Ontario Fire Administration Inc. (OFAI) Candidate Testing Services certificates for Stage One, Two and Three plus Swim Test. Certificates must be valid at the time of application. Please visit www.ofai.ca for more information.

Assessment:

Applicants will be required to submit to an assessment process that will include interviews and may include other testing.

Driver's license/vehicle requirements:

Because of the responsibilities for this position, successful candidates are required to have a valid Ontario Class D license with a Z endorsement, or an equivalent license from another province. Production of a satisfactory driver's abstract will be part of the recruitment process.

Police check requirements

Because of the environment this position will be working in, the successful candidate will be required to provide an original satisfactory Police Vulnerable Sector Check as a condition of employment.

Applying:

Interested applicants are invited to apply by submitting the following documents (as outlined below) outlining skills, qualifications and experience (please attach all documents in one PDF file), *quoting job posting number 71-06-18, in confidence to: hr@stthomas.ca.

Please place documentation in this order:

- Firefighter Application Form
- Cover Letter & Resume
- NFPA 1001 Firefighter Level 1 & 2
- OFAI CTS Certificates; including Swim Test
- Standard First Aid and CPR Level HCP certificates
- Ontario Secondary School Diploma (Grade 12) or equivalent and other applicable certifications

Please attach all documents in one pdf file

NOTE: You may be required to present your original documents during the selection/hiring process.

Applications must be RECEIVED by 4:00 p.m., Friday July 27, 2018.

By submitting your application, you are authorizing the City of St. Thomas to contact OFAI to verify your qualifications.

Applicant information is collected under the authority of the Municipal Freedom of Information and Privacy legislation and will be used strictly for the purpose of candidate selection.

We thank all candidates in advance; however, only those candidates selected for an interview will be contacted.

Accommodations are available for all parts of the recruitment process. Applicants need to make their needs known in advance.

The City of St. Thomas is an equal opportunity employer.

www.stthomas.ca

Important Notes:

- Only those applicants selected to move forward in the recruitment process will be contacted.
- Applicants must possess all necessary certifications outlined in this posting at time of application.
- Applicants who are in the process of obtaining required certifications will not be considered.
- Applications and all required documentation will only be accepted at hr@stthomas.ca. The City of St. Thomas will not accept applications delivered in person or by mail.
- Applicants are responsible for all costs (i.e.: certificates, testing, travel, etc.) throughout the recruitment process.
- Candidates wishing to update their contact information may do so at any time by contacting the City of St. Thomas Human Resources Department at 519-631-1680 ext. 4146 or hr@stthomas.ca.