



Salt Spring Island Fire Rescue Firefighter Job Posting 2021

Date of Job Posting: May 1, 2021

Application Dateline: 16:00hrs May 31, 2021

Position Summary:

As a firefighter your primary functions are fire, rescue, pre-hospital emergency medical, firefighter training and daily maintenance of all fire halls and equipment. Other duties may include Fire Prevention and Public Education. This posting will be an International Association of Fire Fighters Local 4467 position.

Your work week will be four days on four days off; two ten-hour day shifts, followed by two fourteen-hour night shifts.

General Nature and Scope of Work

1. General Fire Department Maintenance

- Fire hall maintenance and cleaning.
- Small tools maintenance and testing. Hose testing, SCBA, small power equipment, maintenance upkeep of all appliances.
- Fire apparatus equipment checks / pre-trips / maintenance.

2. Fire Prevention

- Perform fire prevention company inspections.
- Create and maintain existing pre-incident plans.
- Assist in fire and life safety activities including:
 - Fire Smart
 - Emergency Planning
 - Fire and Life Safety Education
 - School Education

3. Fire Training

- Assist in development and delivery of training to Paid-on-Call firefighters.
- Assist in preparation for regular drill set up.
- Maintain and improve personal firefighting skills via training and drills.

Required Qualifications, Experience, Abilities and Knowledge

- Successful completion of Grade 12 education or equivalent.
- NFPA 1001 Firefighter I and Firefighter II certification.
- Valid First Responder III license.
- Valid BC class 3 driver's license with air endorsement. (Learners accepted with a completion deadline)
- Successful completion of all SSIFR required driver qualifications:
 - In-house Driver Training course
 - Pumps and Pumping
 - Emergency Vehicle Driving
 - Code 3 driver qualified
- High level of public relations & communication skills.
- Understanding of the following Salt Spring Island Fire Rescue publications:
 - Operational Guidelines
 - Rules and Regulations
 - Health and Safety Program

Preferred Qualifications:

- NFPA 1021 Fire Officer 1.
- Fire and Life Safety Educator I.
- Fire Service Instructor. (equivalent: First Responder Instructor)
- Fire inspection training.
- Fire rescue training.
- Degree, diploma, or trades background.
- Competence with computer programs such as Office 365, FDM and Fire Manager.

The Selection Process

- Resume with cover letter.
- New** driver's abstract.
- Firefighting knowledge exam. (NFPA 1001 and SSIFR documents)
- Firefighter physical exam.
- Interview by panel.
- Medical examination may be required of the successful applicant.
- New** criminal record check will be required of the successful applicant.

The successful applicant will be subject to a minimum 6-month probationary period.

The successful applicant must become a member of Local 4467, International Association of Fire Fighters and pay all applicable dues.

Wages and benefits are as provided in the current Collective Agreement with IAFF local 4467 (2017-2022).



Salt Spring Fire Rescue Firefighter Fitness Exam

CSEP-PATH Fitness Assessment

The CSEP-PATH represents a series of standardized testing procedures developed by the Canadian Society for Exercise Physiology (CSEP) that are appropriate for the general public. The assessment is commonly used as a measure for the health-related fitness of the general population and is administered on over a million Canadians each year by trained CSEP health and fitness professionals.

The CSEP-PATH appraisal includes pre-appraisal screening and objective measures of physical activity participation, body composition, aerobic fitness and musculoskeletal fitness. Following the assessment an individually tailored physical activity participation counselling session that focuses on the results of the CSEP-PATH assessment can be administered.

Upon completion of this assessment, you will receive a summary or 'snapshot' of your current physical health-related fitness and an 'action plan' to help you reach your health goals.

More about the CSEP-PATH Assessment:

The CSEP-PATH has a scoring system which rates and measures your fitness scores against your age category (15-19, 20-29, 30-39, 40-49 etc) and gender of Canada's general population. The results are based on a vast amount of data accumulated over many years of testing participants and scored on a bell-curve for each age/gender category. Results will be emailed to you about one day after the test, which will then be pass along to SSIFR, who will determine a pass/fail result based on the outcomes from the assessment.

The assessment includes the following:

Baseline Measurements

- Resting Heart Rate
- Resting Blood Pressure

Anthropometric Measurements

- Height & Weight
- BMI – Body Mass Index
- WC– Waist Circumference

Aerobic Fitness

- Cardiovascular evaluation (sub-maximal test of aerobic fitness with a predicted VO₂ max) using a step-test protocol.

Musculoskeletal Fitness

- Push-ups (muscular endurance)
- Vertical Jump (peak leg power) and distance
- Back Extension (lower back strength and muscular endurance)
- Grip Strength (muscular strength)
- Sit and Reach (lower back / hamstring flexibility)
- Balance on one leg with eyes open and eyes closed

The cardiovascular test is a graded, sub-maximal step test that lasts for 3 minutes per stage and a maximum of 5 stages (15 minutes max) up to a maximum of 85% of your maximal heart rate. This test will give a specific value of your VO₂max in ml/kg/minute (ie: how much oxygen you are able to utilize in one minute per kilogram of body mass). Balance test involves balancing on one leg with eyes open and then eyes closed for a maximum of 45 seconds. Flexibility is the best of two trials with the Sit-and-Reach test. Grip strength is the best of two maximum grip trials with each hand. Push-ups are done with hands shoulder width apart and doing a continuous maximum number with no time restraint. Participant must lower themselves to within one fist distance to the floor on each repetition. The jump test allows three trials to jump as high as possible from a static start position. The back strength test involves holding your prone body position for as long as possible for a maximum of three minutes.

How to prepare for your assessment:

Leading up to your assessment, focusing on the main aspects of fitness such as cardiovascular fitness, muscle strength and endurance, and flexibility/mobility of joints will help to create an overall healthier you. Please seek out a certified health and fitness professional to guide you through this if needed.

Prior to your assessment, please do not eat, smoke or drink alcohol or caffeine for at least 2 hours before the appraisal. Do not exercise or do physical work for at least 6 hours before the assessment, and preferably not at all on the day of the test. Not following these instructions may adversely affect your test results on the appraisal.

Also, trying to “cram” for the test by doing extra-hard exercise sessions 2-3 days before the appraisal will not work and may also even adversely affect your results causing fatigue on the day of the test.

Come to the testing session in exercise clothes and running shoes.

Please have your Doctor sign that you are healthy enough to take part in the fitness assessment and do not have any conditions which would prevent you from doing the job of Firefighter as described above.

Doctor's name and signature: _____ *Dated:* _____

I, _____ agree to sharing my fitness assessment with SSIFR for the purposes of this job application.

Applicant's signature _____ *Dated:* _____

IMPORTANT DATES: Application Process:

- May 1st, 2021 Job position posted
- May 31st, 2021 (16:00) Application deadline
- June 12th, 2021 (13:00) Written test
- June 19th, 2021 (08:00) Physical fitness test
- June 21st -23rd, 2021 (TBA) Interviews
- July 15th, 2021 *Tentative* start date

The process will be processed in this format:

Applicants must successfully pass each individual element before moving on to the next phase on the competition.

- No applications (resumes) will be accepted after the posted deadline.
- No applications will be accepted if the minimum requirements and pre-requisites are not met and provided.
- A doctor's approval form shall be submitted with the application. (see above)
- The application (resume) will be scored.
- The written test will have a minimum 75% passing grade.
- The Physical Fitness exam will be scored.
- The Interview will be scored.

Note: The SSIFPD / SSIFR may create a hiring list of potential employee candidates for further hiring based on the results of this testing process. The timeframe for hiring list continuation is to be determined and may be abandoned at any point.

SSIFR has the right to withdraw this hiring posting / position prior to the hiring offer being fulfilled.

Applications must be clearly marked on the front “Application for Firefighter Position 2021”. No applications will be accepted without complete pre-requisites.

Applications must be received by the Deputy Fire Chief no later than 16:00hrs May 31, 2021