

SALT SPRING ISLAND FIRE PROTECTION DISTRICT

CAREER FIREFIGHTER / PUMP OPERATOR

2026 Recruitment



POSITION	UNION	PROBATIONARY WAGE
Full-time career firefighter	IAFF Local 4467	\$37.51 per hour + benefits (2024 contract rate, pending update)

Join Salt Spring Island Fire Rescue

Salt Spring Island Fire Rescue (SSIFR) is seeking a skilled, community-minded career firefighter to join our integrated career and Paid-on-Call team. Operating from our new post-disaster fire hall and training centre, the successful candidate will contribute to emergency response, training, prevention, apparatus operations and public education in a diverse island environment.

Salt Spring Island is the largest of the Southern Gulf Islands and is home to approximately 11,000 permanent residents. Known for its forests, beaches, trails, arts, culture and local food, the island is accessible by ferry from the Vancouver, Victoria and Duncan areas.

Spring Island Fire Protection District (SSIFPD) is an Improvement District which provides fire protection services for most of the island through Salt Spring Island Fire Rescue. SSIFR staff include the Fire Chief, Deputy Fire Chief, nine full-time IAFF career firefighters, roughly forty paid on call (POC) firefighters, and three administrative support employees.

The Opportunity

As a firefighter/pump operator, your primary responsibilities include responding to fire, rescue and pre-hospital medical emergencies. Between emergency calls, crew members contribute to the following areas:

OPERATIONS & MAINTENANCE	FIRE PREVENTION	TRAINING
• Maintain and clean fire halls. • Inspect, test and maintain hose, ladders, SCBA, nozzles, small equipment and rescue equipment. • Complete apparatus checks, pre-trip inspections and routine maintenance.	• Conduct company fire-prevention inspections. • Develop, update and maintain pre-incident plans. • Support the FireSmart program, emergency planning, fire and life-safety education, and other public-safety initiatives.	• Help develop and deliver training for Paid-on-Call firefighters. • Assist with drill preparation and setup. • Maintain and improve personal firefighting skills through training and drills.

Required Qualifications, Experience and Abilities

- Grade 12 education or an equivalent qualification.
- NFPA 1001 Firefighter I and Firefighter II certification.
- Valid First Responder Level III licence.
- University of Victoria firefighter physical assessment completed within the previous nine months, or proof of a confirmed imminent appointment. The applicant is responsible for booking and paying for the assessment: www.firetest.ca.
- Valid B.C. Class 3 driver's licence with air-brake endorsement, or proof of a confirmed appointment.
- Emergency-vehicle operating experience including engine, tender, rescue and wildland apparatus.
- Ability to represent SSIFR positively and communicate effectively with coworkers and the community.
- Legally entitled to work in Canada.

Preferred Qualifications

- NFPA 1002 Pump Operator certification.
- NFPA 1021 Fire Officer I certification.
- Fire and Life Safety Educator I, Fire Service Instructor I or First Responder Instructor certification.
- Fire inspection or fire rescue training.
- Relevant degree, diploma or trades background.
- Competence with Microsoft 365 and First Due or similar records-management software.

Residency and Call-Out Requirement

Career firefighters may be called back for emergency response while off duty. The successful candidate must establish and maintain a primary residence within a 30-minute normal driving time of SSIFR Fire Hall No. 1 within three months of commencing employment.

Compensation and Employment Conditions

This is an IAFF Local 4467 position. The stated probationary wage is \$37.51 per hour, plus a comprehensive benefits package in accordance with the collective agreement. Salary may be adjusted to recognize previous firefighting experience.

Selection Process

SSIFPD/SSIFR will determine the number of applicants advancing at each stage. Only candidates selected to continue through each stage will be contacted. The anticipated stages are:

1. Written assessment
2. Weekend skills testing
3. Panel interview
4. Crew ride-along
5. Psychometric assessment
6. Medical evaluation / Criminal record check

SSIFPD/SSIFR may create an eligibility list for those candidates not selected for an immediate position but reserves the right to disband such list at any time.

How to Apply

Submit one PDF file containing:

- Cover letter
- Resume
- Drivers abstract, and supporting documentation of your qualifications
- Three professional references with their contact information

APPLICATION DEADLINE

**September 25, 2026
4:00 p.m. Pacific time**

Email: admin@saltspringfire.com | Subject line: "Firefighter 2026"

Accessibility and Inclusion

SSIFPD is committed to an inclusive and accessible recruitment process. Applicants requiring accommodation during any stage of the selection process are encouraged to contact us. We thank all applicants for their interest; only those selected to proceed will be contacted.