



Salt Spring Island Fire Rescue Flex Firefighter Job Posting 2024

Date of Job Posting: January 17, 2024

Application Dateline: 16:00hrs February 8, 2024

Position Summary:

As a firefighter / pump operator your primary functions are response to 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.

A Flex Firefighter will act as a staffing pool that is flexible in their hours of work and as such could work an undefined schedule consisting of 10-hour day shifts and 14-hour night shifts.

This position will have Recall Rights for 24 months in accordance with the current collective agreement between the Salt Spring Island Fire Protection District and IAFF Local 4467.

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
 - Pre-fire Planning

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 Level III license.
- UVic Firefighter physical exam within the last 12 months.
 - This assessment is to be booked and paid for by the applicant. If there are financial barriers, please reach out to the Fire Chief or Deputy Chief for assistance.
- Valid BC class 3 driver's license with air endorsement.
- 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 or 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.
- UVIC fitness assessment
- Firefighting knowledge exam. (NFPA 1001 and SSIFR documents)
- Interview by panel.
- Medical examination may be required of the successful applicant.
- New** criminal record check will be required of the successful applicant.

Applicants will be subject to a probationary period of a minimum of 6 months of work.

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.



Salt Spring Fire Rescue Firefighter Fitness Exam

FIREFIGHTER APPLICANT PHYSICAL APTITUDE EVALUATION

MEDICAL CLEARANCE FOR PHYSICAL APTITUDE TESTING

Applicant name: _____

This program is designed to **evaluate the physical work capacities of healthy, physically active individuals**. Each test requires a maximal effort. All of the tests are completed while wearing firefighting personal protective equipment (PPE) that weighs approximately 23 kg (51 lb) depending on size. This ensemble includes: helmet, flash-hood, gloves, coveralls, pants, boots, jacket and self-contained breathing apparatus (SCBA). The applicant is not required to breathe from the SCBA but must carry it. For safety during the treadmill test, running shoes are substituted for firefighting boots. The tests are administered by the School of Exercise Science, Physical & Health Education at the University of Victoria, and are **not medically supervised**. The test procedures are described briefly below:

PART I - AEROBIC FITNESS Peak oxygen uptake (VO_{2peak}) will be estimated during a progressive, incremental exercise test to exhaustion on a treadmill. During the test, heart rate is monitored continuously with a telemetry system. Depending on fitness level and motivation, this test normally requires the individual to walk on the treadmill at a brisk pace for between 10 – 20 minutes. Regardless of the fitness level of the individual, the test involves a maximal effort and is terminated when the test subject is too fatigued to continue exercise. Combined with the maximal exercise stress, the weight and heat retention properties of the PPE result in a significant level of fatigue. After completing the treadmill test, the applicant will recover for 60 minutes before beginning the job-related tests.

PART II - JOB-RELATED PERFORMANCE TESTS Prior to completing the job-related tests, the applicant will complete a comprehensive “walk-through” session with an opportunity to practice each of the six tests. This takes approximately 30 minutes and serves two purposes. First, the applicant will be familiarized with all testing procedures and second, the practice provides a suitable warm-up for the demanding tests that follow. Each test is followed by a recovery period of exactly 3 minutes. Applicants may not leave the testing area or remove the protective clothing during the recovery periods.

Equipment Carry/Vehicle Extrication Test (followed by 3-min of recovery) The applicant carries small (20 kg or 44 lb) and large (36 kg or 80 lb) vehicle extrication tools (the “Jaws of Life”) a total distance of 105 m (345’). In addition, the applicant will lift and hold the 20 kg tool in specific positions that simulate the work required to remove a vehicle door. The tools will then be returned to the starting point. The test involves continuous heavy work for approximately 3.5 minutes. This test is designed to evaluate the strength required to lift, carry and use heavy tools in rescue situations.

Charged Hose Advance Test (followed by 3-min of recovery) The applicant will drag a charged (full of water) 44 mm (1.75 in) hose a distance of 30 m (100'). The nozzle must be held securely over the shoulder with two hands at all times as the applicant advances to the finish line. This test assesses lower body strength and power for pulling and dragging.

Rope Pull Test (followed by 3-min of recovery) The applicant will pull a weighted sled a distance of 15 m (50') over a smooth concrete floor using a rope. This task is repeated 3 times. During this test, the applicant must stand still and pull the hose bundle towards them using 16 mm (5/8") rope. This test assesses upper body strength, power, and endurance for pulling.

Forcible Entry Test (followed by 3-min of recovery) Using a 4.5 kg (10 lb) sledge hammer, the applicant will strike a target on a mechanically-braked forcible entry apparatus until it has moved the required distance. This test assesses muscle strength, power and endurance necessary for breaking through reinforced structures.

Victim Rescue Test (followed by 3-min of recovery) The applicant will grasp a rescue harness and drag a mannequin weighing approximately 83.0 kg (183 lb) a distance of 30 m (100') through a simple obstacle course. The applicant will walk backwards for 15 m and return to the start line as quickly as possible while navigating around a series of traffic cones. This test assesses muscular strength and endurance for dragging.

Ladder Climb Test (followed by 3-min of recovery) The applicant will climb a 7.3 m (24') ladder to the 10th rung and return to the floor as quickly as possible. This task will be repeated five times. The applicant must step on every rung on the way up and down the ladder and maintain "3-point" contact with the ladder at all times for safety. Fall protection is provided. This test assesses muscle strength, endurance, and anaerobic capacity for climbing.

Is this individual taking any medication that could affect normal physiological responses to exercise? No _____ Yes _____ If yes, please explain.

Resting heart rate: _____ **bpm** **Resting BP:** _____ **mmHg**

If heart rate is greater than 100 bpm and/or blood pressure is greater than 144/94 mmHg, is this individual in sufficient health to undertake maximal exercise?

No _____ Yes _____ If yes, please explain.

Is there any medical reason that this individual should not undertake very strenuous exercise? No _____ Yes _____ If yes, please explain.

My signature below confirms that this applicant has been given a medical examination and is medically cleared to undertake the Firefighter Physical Aptitude Evaluation described above.

Physician's name: _____ Date: _____

Office or Clinic Address: _____ Telephone: _____

Signature: _____

IMPORTANT DATES: Application Process:

- Jan. 17th, 2024 Job position posted
- TBD (booked through UVic) Physical fitness test
- Feb. 8th, 2024 (16:00) Application deadline
- Feb. 11th, 2024 (13:00) Written test
- Feb. 20th-22nd, 2024 (TBA) Interviews
- March 19th, 2024 Tentative start date

The hiring will be processed in the following format:

- 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 without prior approval.
- A doctor's approval form is required for the physical fitness assessment.
- The application (resume) will be scored.
- The physical fitness exam will be scored.
- The written test will be scored.
- The Interview will be scored.

Note: The SSIFPD / SSIFR will determine the number of applicants interviewed based off resume, written test score, and physical test assessment. You will not be guaranteed an interview by applying.

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 Temporary Firefighter Position 2024”.

Applications must be received by the Fire Chief no later than 16:00hrs February 8th, 2024

To book your physical fitness test visit <http://www.firetest.ca/>

For further description of the physical aptitude tests visit http://170469328665023050.weebly.com/uploads/3/7/7/1/37719767/ff_test_information_package_february_2019.pdf