



DUNCAN FIRE DEPARTMENT

PAID-ON-CALL FIREFIGHTER APPLICATION PACKAGE



A CALL TO SERVE

Firefighting is one of the most diverse, challenging and ultimately rewarding undertakings in the world today. As a firefighter, you will respond to emergency events and be part of a team who helps people on the worst day they've ever experienced. Serving as a firefighter requires a special kind of person: deeply committed to the community, passionate about helping others, and dedicated to continual learning and skill development.

It demands personal sacrifice. Emergencies happen every day of the year, at every hour of the day. You'll get paged for an emergency response during family events, at the end of a long workday and in the middle of the night.

It demands compassion. The people being impacted by an emergency are often hurt, scared, or emotional and will be looking to you and your team for guidance, strength and comfort.

It demands courage. Firefighting is inherently dangerous work and involves a myriad of hazards. You'll witness trauma and experience situations that will require you to dig deep and master your fears.

It demands stamina. The work is physically demanding and can involve long hours, working outside in all weather conditions, and performing under extremely stressful circumstances.

It demands skill. Firefighters need to be confident working in uncertain situations, apply sound judgement and a range of tactics to mitigate emergencies, and creatively solve problems on the fly.

So why be a firefighter? There are few vocations that offer more reward and personal fulfillment. The foundation of firefighting is training, practice, more training and more practice. You'll develop an incredibly broad range of skills that will ensure you can safely respond to all types of emergencies, confidently perform under pressure, and that will benefit you in all aspects of your life. You'll be part of a team that has a place for everyone and values your unique contributions. You'll directly contribute to community safety by preventing the loss of life, pain and suffering, and minimizing property damage. You'll serve as a role model and experience an unparalleled sense of accomplishment and personal achievement.

Answer the call.

Landis Carmichael
Fire Chief

OVERVIEW

The Duncan Fire Department, originally known as the Alderlea Fire Company, was formed in 1902. Today it serves the City of Duncan and surrounding area in the Cowichan Valley through mutual aid and service agreements with other governments. The Department is dedicated to protecting the community and its visitors through fire suppression, emergency rescue, fire prevention, education, disaster preparedness and other services.

The Duncan Fire Department is a paid on-call department with a full-time Fire Chief. Annually, the department responds to over 600 emergency calls that range from structure fires, motor vehicle incidents, medical emergencies, technical rescue, and more. Our fleet includes two engines, a tower ladder truck, a tender, and various light duty rescue units.

All firefighters are issued a department-supplied pager to be notified when an emergency call is received, and are expected to quickly report to the fire hall for further information and response. Our firefighters are dedicated and compassionate, and value community, teamwork and respect.

MISSION STATEMENT

The Duncan Fire Department will serve our community in a professional and caring manner, focusing on the safety and preservation of life and property of our citizens.

Objectives:

- To save and protect lives and property during fires and rescue that may occur in the areas covered by the Duncan Fire Department or during Mutual Aid responses;
- To provide training for its members in order to become competent Firefighters; and
- To educate the public in safe fire practices and fire prevention.

COMPENSATION

Our Firefighters are paid-on-call personnel who are compensated for attendance at practice sessions, participating in training and scheduled hall duties, and responding to emergency incidents. There are provisions for overtime pay, responding to calls on statutory holidays, and being on standby-by.

The Duncan Fire Department also provides all required personal protective gear and necessary equipment, and pays for expenses related to training and travel.

When participating in training and hall duties and responding to emergency calls, all members are covered by WorkSafeBC. All Firefighters are entitled to access accidental death and disability insurance and group life insurance policies. Firefighters who do not have access to benefits through their or their family's employment are eligible for Extended Health and Dental Benefits.

Candidate expenses for costs related to medical examinations are reimbursed by the Duncan Fire Department, with prior approval by the Fire Chief.

QUALIFICATIONS

MINIMUM QUALIFICATIONS

- At least 19 years of age
- Legally entitled to work in Canada
- Reside within 8 kilometres of the Duncan Fire Hall, 468 Duncan Street, Duncan, BC, OR live within 20 kilometres and work within 8 kilometres of the Duncan Fire Hall with the ability to leave work to respond to incidents during the day
- Completion of Grade 12 or equivalent
- BC driver's license, unrestricted Class 5, with a driving record that demonstrates safe and responsible driving behaviour
- Ability to pass a medical examination certifying that you are fit to participate in firefighting activities
- Ability to provide a Criminal Record Check and Vulnerable Sector Check with no indication of a criminal record that would adversely affect public trust
- Ability to attend weekly practices each Wednesday from 7:00 pm – 10:00 pm

REQUIRED ATTRIBUTES

- Ability to collaborate, work effectively as a team member and actively promote the behaviours and values of an inclusive and respectful workplace
- Ability to take orders and respond effectively in high stress emergency situations
- Ability to make decisions to analyze risks and prioritize safety
- Adaptable to handle unpredictable situations and solve problems creatively
- Strong oral and written communication skills
- Empathy and compassion towards team members and the public

PREFERRED QUALIFICATIONS

- Air brake endorsement
- BC driver's license, Class 3
- First Responder or Occupational First Aid Level 3
- NFPA 1001 Level 2 or other structural firefighting accreditation
- Trades certification
- Ability to safely operate heavy equipment
- Previous firefighting or other emergency response experience

HOW TO APPLY

The attached application form can be downloaded and completed electronically, or printed out and completed by hand. An Application Checklist is included on the last page of the application form and lists all of the documents that you are required to submit along with your application. These documents can be scanned and submitted with your application electronically to HR@duncan.ca. Alternatively, hard copies of the application can be picked up from City Hall and documents can be delivered to:

City Hall
200 Craig Street
Duncan, BC V9L 1W3