

Firefighter Candidate Application Package

Please read the following information carefully before submitting an application for a Firefighter position.

Applications are only accepted for positions that are posted; the next expected Firefighter recruit class has an anticipated start date of late Spring or early Fall 2020. The City of Saskatoon posts its vacant positions on the Current Employment Opportunities page at www.saskatoon.ca

The following are the required qualifications for Firefighter applicants:

- 18 years of age or older
- Minimum of Grade 12 education or equivalent
- Possession of a certificate in Public Fire Protection from a school accredited by the International Fire Service Accreditation Congress (IFSAC). The specific Public Fire Protection Course Requirements are:
 - NFPA 1001, Firefighter Level I and II
 - NFPA 1002, Driver Apparatus Operator
 - NFPA 1006, Technical Rescue Practices
 - NFPA 1031, Fire Inspection Level 1 (preferred)
 - NFPA 1035, Public Educator **or** NFPA 1041, Fire Service Instructor Level 1
 - NFPA 472, Hazardous Material Awareness and Operations
- Listed as a Practicing Unrestricted Primary Care Paramedic at the 2011 National Occupational Competency Profile (NOCP) level on the most current members roster of the Saskatchewan College of Paramedics
- Current ITLS certificate
- Possession of a valid Saskatchewan Class 5 Driver's License or equivalent from other provinces.
- Current drivers abstract demonstrating a safe driving record
- Successful completion of the Saskatoon Fire Department Physical Abilities Test
- Successful completion of hearing, vision, and medical testing upon conditional offer
- Satisfactory criminal record check including vulnerable sector search upon offer of employment.

Applicants are required to submit complete application packages when applying for Firefighter positions. Please ensure a complete application package is submitted. **Individuals who submit incomplete application packages will not be considered in the competition.**

The following documents make up a complete application package:

- ☐ Cover letter
- ☐ Resume
- ☐ Copy of Fire College Transcripts
Copies of certificates are not required at the application stage. Applicants will be asked to provide copies of certificates if they are offered a Firefighter position.
- ☐ Copy of Saskatchewan Primary Care Paramedic Licence showing 2011 NOCP level of practice – must be listed as a practicing unrestricted PCP licensed in Saskatchewan.
- ☐ Current International Trauma Life Support (ITLS) certificate
- ☐ Current Driver's Abstract, dated no more than 30 days prior to the closing date of the Firefighter posting
Provincial equivalents will be accepted; out of province applicants who are offered a Firefighter position must show proof of a Saskatchewan driver's license on their first day of work

Please note that costs associated with the recruitment and selection process are the responsibility of the applicant. This includes expenses such as:

- Driver's Abstract
- Travel/Accommodation to/from interview(s)
- Medical Examination
- Vision Test
- Hearing Test
- Saskatoon Fire Department Physical Abilities Test (SFD-PAT)

Only applicants considered for interviews are contacted. The City of Saskatoon thanks all applicants for their interest. Applicants are advised that all interactions with the Saskatoon Fire Department during the process are considered when screening and assessing applicants.

Firefighter Selection Process

The selection process consists of 4 steps which are outlined below. The number of applicants advancing in each step may vary.

Any applicant not being advanced to the next step in the process will be advised in writing.

Step 1: Screening Interview

During this step, selected candidates will participate in a brief introduction interview to review their qualifications with representatives from Human Resources and Saskatoon Fire Department.

Step 2:

This step has two parts. The order that each part occurs will be scheduled based on operational requirements and interview schedules. There is no preferred order to complete each part but both parts must be completed.

Panel Interview

Applicants successfully advancing from Step 1 will be invited to participate in a panel interview conducted by representatives from Saskatoon Fire Department and Human Resources.

Ride-Along and Station Assessment

Applicants successfully advancing from Step 1 will be assessed by an on-duty crew after spending approximately eight hours with the crew. Candidates participating in the Ride-Along will be required to sign a waiver to participate.

Step 3: Verbal Conditional Offer of Employment

The panel will select successful applicants using all information gathered in Steps 1 and 2. Successful applicants will receive a verbal conditional offer of employment. The verbal offer of employment is conditional upon satisfactory completion of the following items:

- Medical Examination
- Vision Test
- Hearing Test
- Criminal Record Check including Vulnerable Sector
- Reference Checks
- Saskatoon Fire Department Physical Abilities Test (SFD-PAT)

The SFD-PAT was implemented in 2016 and it is now the only physical fitness standard accepted by Saskatoon Fire Department. Candidates do not need to apply with this standard; rather, physical fitness testing will take place during Step 3 of the Recruitment Process.

Step 4: Offers of Employment

Upon receipt of satisfactory completion of all of the above items Human Resources will remove the conditions from the offer of employment, and a written offer will be extended to successful applicants.