

City of Lloydminster
Firefighter Recruitment

Paid On-Call Firefighters



Employment Opportunity - Firefighter (Paid on-call)

The City of Lloydminster Fire Department consists of career and paid on-call firefighters.

Its main function is to serve the people of Lloydminster with the goal of providing the highest level of service to our community, while providing positive public relations and education programs.

A firefighter (paid on-call) is responsible for responding to emergency and non-emergency events. The position will be scheduled for monthly in-station and stand-by shifts, along with a requirement to attend regularly scheduled training and specialized courses as scheduled. The Lloydminster Fire Department runs a 24-hour shift rotation. The paid on-call firefighter must meet the minimum scheduled hours on a monthly basis as per Fire department's procedures.

If you have further questions about the role of a firefighter or the Lloydminster Fire Department, please email all inquiries to lloydfire@lloydminster.ca.

Job Description

Reporting to the Fire Captain a firefighter is responsible for responding to emergency and non-emergency incidents. Participates in fire station activities, community events and attends regular and special training sessions.

Duties

- Respond to emergency incidents.
- Under direction of a supervisor, perform various tasks during an emergency response, including but not limited to fire suppression, hazardous material incidents, various rescues and extrications, as well as medical aid.
- Drive and operate emergency equipment.
- Attend regular and specialized training sessions.
- Perform routine maintenance of firefighting equipment and fire department property ensuring operational readiness.
- Perform general station duties including upkeep of fire station, cleaning of bay floor, general quarters, apparatus and equipment, washing, hanging and drying of hose, washing, cleaning of apparatus and equipment.
- Prepare and complete administrative reporting and inspection documents as assigned.
- Ensure operational guidelines and department procedures are followed.
- Exercise independence of judgement and action in circumstances of extreme urgency where referral to a superior for instruction is not possible.

Other

- Other related duties as required.

Qualifications

- Must be at least 18 years of age and have successfully completed a High School Diploma or equivalent.
- Certification in NFPA 1001 Standard for Fire Fighter Professional Qualifications
- Certification in Medical First Responder.
- Must possess agility, strength and physical stamina to perform arduous and prolonged work under adverse and strenuous conditions.
- Ability to maintain a high degree of confidentiality, trustworthiness and integrity.
- Must possess good verbal and written communication skills.
- Client focused with an ability to work effectively within a team.
- Be in good health, physical and mental condition.
- Ability to demonstrate mechanical aptitude.
- Ability to exercise good judgement within an emotionally challenging environment.
- Completion of Post-Secondary Fire Services and/or medical education is considered an asset. Must be able to communicate clearly and precisely under stressful situations and be able to work under arduous physical conditions as part of an active firefighter and rescue team.
- Possess strong interpersonal communications skills, deal with the public in a controlled, polite, respective manner.
- Possession of a Class 3 Driver's License with Air Endorsements.
- Must be able to pass a medical examination, physical capacity assessment and possibly aptitude testing.

Pre-Employment Requirements

- Satisfactory Criminal Record Check.
- Successful applicant must provide proof of qualifications.
- Successful completion of physical assessment

Physical Demands

- Working long hours in adverse weather conditions
- Lifting and moving heavy equipment and other objects Exposure to extreme heat and other fire related conditions
- Exposure to confined space as a result from fire and rescue services
- Working at heights

Mental Demands

- Regular exposure to traumatic emergency events
- Decision making under stressful circumstances
- Problem Solving
- Reading/Writing
- Interpreting Data

Working Conditions

This position works seven (7) days per week on a scheduled shift that includes days, evenings, weekends and holidays. The schedule includes in-station and standby shifts and all paid on-call firefighters must be able to respond to Fire Station 2 within 15 minutes of a call-out if on scheduled standby coverage.

Compensation

As outlined in the Collective Agreement between Lloydminster Fire Fighter’s Association Local 5182 of the IAFF and the City of Lloydminster.

Recruitment Process

Stage 1	Position Advertisement and Application
Stage 2	Application Screening
Stage 3	Interview
Stage 4	Reference Checks
Stage 5	Conditional Offer of Employment
Stage 6	Drivers Abstract
Stage 7	Criminal Record Check
Stage 8	Job Related Physical Capacity Assessment
Stage 9	Finalized Offer of Employment
Stage 10	Orientation

Position Advertisement and Application

The City of Lloydminster will do a general hire for firefighters. These firefighters will be placed in the paid on-call firefighter capacity. Applicants must follow the City of Lloydminster hiring practices. This includes submitting a cover letter, resume, and any other required documentation to the City’s Employee Relations team.

Walk-in applications to the Fire Stations will not be accepted.

If the applicant does not have all the pre-determined qualifications, we still recommend applying.

The Fire Department will provide NFPA 1001/1072, and Medical First Responder training to those selected for firefighter positions. We encourage anyone that may be interested in the Lloydminster Fire department to apply and based on your resume may be considered for a paid on-call firefighter position.

Application Screening

Upon the closing date, applications will be reviewed by the hiring manager. Based on the department’s operational need, a predetermined number of top scoring applicants will be invited to participate in the interview process.

Interview

Selected applicants will be invited to attend an interview during regular office hours by representatives from Lloydminster Fire Department and Employee Relations. Factors during the interview will include questions and conversation around education, experience, knowledge, abilities, communication, decision-making, innovation and personal suitability as it relates to the job description.

Reference Checks

Selected applicants are required to provide two (2) supervisory work-related references. Reference checks will be completed by the Employee Relations team.

Conditional Offer of Employment

Written conditional offer of employment will be made to selected applicants. The conditions of employment will need to be met prior to starting work, and within the designated time frame. These conditions include satisfactory drivers abstract, satisfactory criminal record check, and successful completion of the job related physical capacity assessment.

Dates of the Job-related physical capacity assessments will be provided to applicants during the interview process and if selected to move on to this phase will be confirmed in this conditional offer of employment.

Drivers Abstract

Applicants are to provide a recent copy (within one month) of their drivers abstract. The cost for the abstract is the responsibility of the applicant.

Criminal Record Check

Applicants will supply a Criminal Record Check with a Vulnerable Sector Check to Employee Relations. The City of Lloydminster will cover the cost for this check.

Job Related Physical Capacity Assessment

Applicants' physical capacity is tested to ensure they possess the physical capabilities to perform the required fire fighter duties. To facilitate the highest opportunity for success the applicants that do not successfully complete the physical capacity assessment on their first attempt can elect to take the assessment a second time within the same recruitment phase. Dates of the assessments will be provided to applicants during the interview process and if selected to move on to this phase will be confirmed in conditional offer of employment.

At time of offer the applicants will be provided a waiver of claim for injury form along with a copy of the job related physical capacity assessment program.

Finalized Offer of Employment

Once conditions of employment are met a finalized offer of employment will be provided.

Orientation

Successful applicants are required to attend the City of Lloydminster Orientation and the Lloydminster Fire Department Orientation.

The Fire department's orientation schedule to be provided in Conditional offer of employment letter.

The employee will be placed on probation and move into the Fire Department's Onboarding Program.