



PROBATIONARY FIREFIGHTER

Duties and Responsibilities

Minimum Qualifications

Selection Process

Summer, 2025



The City of Sarnia is pleased to offer careers in firefighting. Firefighting is a demanding profession that carries considerable responsibility to protect life, property, and the environment from the effects of fire and other hazards.

Firefighters respond to incidents involving fire suppression, hazardous materials, high angle rescue, medical assists, water and ice rescue, and auto extrications. They are also involved with the delivery of key fire safety messaging and public education duties.

The firefighter's role is not easy; it involves a high level of personal stress. It requires:

- Satisfaction derived from public service
- The ability to work closely in a challenging team environment
- The ability to cope with high levels of stress
- Dedication
- Resilience
- Excellent listening and communication skills

Firefighter Duties and Responsibilities

As a member of Sarnia Fire Rescue Services, you will be responsible for responding to emergency calls requiring rescue operations, medical aid, and firefighting tactics.

Sarnia Firefighters provide service 24-hours a day, seven (7) days a week. Our firefighters work on a rotating 24-hour shift schedule that includes weekends and holidays. Teamwork is an essential component of the profession whether on the scene, at the station, and/or while providing service assistance to the public.

Firefighting & Rescue Operations

- Possess the ability to perform strenuous activities related to fire suppression
- Possess the mental resilience to deal with traumatic injuries and situations, work at elevated heights, in confined spaces, on and in water, as well as zero visibility situations
- Respond to a variety of technical rescue situations including water and ice, high angle, confined spaces, motor vehicles accidents and industrial

- Use and operate all vehicles, apparatus and equipment associated with the normal and efficient operations associated with the control and extinguishment of fires
- Possess the ability to work while wearing self-contained breathing apparatus and full protective clothing weighing 50 to 60 pounds in immediately dangerous to life or health environments

Medical Aid

- Be extensively trained as a First Responder to provide medical assistance and administer emergency patient care

Maintenance

- Daily upkeep of grounds and buildings, fire apparatus, and equipment

Ongoing Training

- Participate in departmental training programs and be proficient and knowledgeable in firefighting/emergency medical response equipment, techniques, and procedures
- Maintain commitment to career development and actively seek out opportunities to grow and advance professionally

Public Relations & Education

- Perform public relations services, public education, and fire prevention activities including presentations, conducting tours and attending public events to promote fire safety and awareness

Minimum Qualifications

To be considered, a candidate must have **all of the** following qualifications:

- Valid Ontario Fire Administration Inc. (OFAI) Candidate Testing Service (CTS) certificates including:
 - Stage One, Stage Two (Hearing, Vision, and Encapsulated Treadmill), Stage Three (Technical Skills, and Physical Aptitude), and Swim Test;
- Ontario Secondary School Grade 12 Diploma or academic equivalent;
- Proof of a valid Class "DZ" Ontario Driver's License (or equivalent);
- Pleasure craft operator card (PCOC); and
- Valid Standard First Aid and CPR-C, or First Responder, or Emergency Medical Responder, or equivalent

In addition, candidates must have at least **one** of the following qualifications:

- Firefighter Pre-Service Education & Training Program from a recognized institution; or
- Successfully completed IFSAC/ProBoard Certification (NFPA 1001 including Firefighter I & II); or
- Five years' experience as a career firefighter in a municipal fire department with supporting Ontario Fire Marshall (OFM) documentation demonstrating successful grandfathering to the NFPA 1001 Firefighter I & II Level

Please visit www.ofai.ca for more information on their candidate testing program. If you have any questions, please contact OFAI directly.

Additional Preferred Qualifications:

- Previous experience in fire suppression, construction, trades, mechanical, other emergency services, fire prevention, Military, Coast Guard, large vehicle/heavy equipment operation
- Skilled Trade License or Certification
- Community College diploma in Fire Protection Engineering Technician/Technology Program
- University Degree or College Diploma
- Demonstrated Coaching, Teaching, Counselling, Leadership skills.
- Volunteer and/or community involvement
- Excellent communication and interpersonal skills
- Proven ability to work in a team environment

Recruitment Process

The procedure for selecting firefighters consists of the following steps:

1. Application
2. Interview & Selection Process
3. Conditional Offer

Only the most qualified applicants at each step will proceed to the next step in the selection process.

Conditional Offer

Successful candidates will be extended a conditional offer of employment as a Probationary Firefighter. The offer of employment is conditional upon:

- Satisfactory Employment Reference Check;

- Police Vulnerable Sector Check (PVSC) that is acceptable to the City of Sarnia from the Police Service where you reside at the time of the interview;
- Authorization for the City to contact the Ministry of Transportation to obtain an abstract of the candidate's driving history to confirm it meets the Corporation's guidelines; and
- Comprehensive Medical Protocol confirming your physical ability to perform the duties of a Firefighter. This protocol includes a full medical physical examination, an ECG, a Chest X-Ray, and a Pulmonary Function Test

Note: Candidates will be responsible for any expenses associated with the recruitment process.

We would like to take this opportunity to thank you for your interest in employment with Sarnia Fire Rescue Services and wish you success in your endeavor to become a firefighter.

The City of Sarnia is an inclusive and equitable Corporation that encourages applications from qualified individuals of all genders, persons with disabilities, members of visible minorities and Indigenous persons. Appropriate accommodations will be provided upon request throughout the hiring process as required by the Accessibility for Ontarians with Disabilities Act (AODA) and the Ontario Human Rights Code. Information received relating to accommodation and diversity will be addressed confidentially.

Personal information is being collected under the authority of the Municipal Act and will be used to determine the qualifications for employment with The Corporation of the City of Sarnia. Questions about this collection should be directed to the City Clerk, 255 Christina St. N., Sarnia, ON N7T 7N2, 519-332-0330 ext. 3366.