

EMPLOYMENT POSTING



Posting Title: Firefighter (See Attached Description)

Department: Prince Rupert Fire Rescue

Posted: May 17, 2022

Closing: June 1, 2022 at 5:00PM (PST)

Union: IAFF, Local 559

MINIMUM REQUIREMENTS:

- Canadian Citizenship or Permanent Resident;
- Grade 12 completion or equivalent (i.e. GED);
- 2 years or more work experience after high school;
- Valid class 3 Driver's License with Air Brake Endorsement;
- Physically fit and psychologically suitable for the role of Firefighter;
- Commitment to personal development;
- NFPA 1001 Firefighter I & II Certification (IFSAC, Pro Board);
- Valid Emergency Medical Responder (EMR) license or higher level of BC Provincial EMA licensing;
- Strong interpersonal skills and the ability to work in a team environment;
- Professional, courageous, forthright and works well under pressure;
- Knowledge and ability to work effectively with computers, experience with Microsoft Office;
- Fluent in English (oral and written).

PREFERRED QUALIFICATIONS:

- Past experience in any of the following: emergency services, structural firefighting, forest fire service, police, coast guard, EMS, military, healthcare, or search and rescue;
- Fire fighter work experience program;
- NFPA 1021 fire officer 1, NFPA 1041 fire service instructor 1; and completion of other related NFPA courses;
- Post-Secondary education or trades certification;
- History of volunteerism, community participation or team-oriented activities.

SHORTLISTED CANDIDATES WILL:

- Be responsible for all travel cost throughout the recruitment process;
- Participate in testing conducted in Prince Rupert over consecutive days;
- Provide a current 3 year Driver's Abstract;
- Complete a criminal records check including vulnerable sector check;
- Provide proof of education and certifications;
- Complete a psychological suitability and resiliency assessment;
- Complete a physical fitness evaluation;
- Complete a practical fire skills evaluation (follows NFPA 1001 standard);
- Complete a written firefighter aptitude exam.

NEW HIRE COVID-19 POLICY: As noted in our Covid-19 Hiring Policy, HR-F32, and posted on our website, all successful external candidates will be required to be fully vaccinated and show proof of vaccination, effective the date of this policy. For more details, candidates can refer to the full policy [here](#).

Please submit your cover letter and resume to:

Human Resources Department

Email (PDF form): HRFH@princerupert.ca

City of Prince Rupert

424 - 3rd Avenue West,

Prince Rupert, BC, V8J 1L7

Late applications will not be accepted. We thank all applicants for their interest in this position, however, only those applicants selected for an interview will be contacted.

LETTER OF UNDERSTANDING TWO (2)

BETWEEN

**The City of Prince Rupert
(hereinafter called the "Employer")
and**

**The Prince Rupert Firefighters Union I.A.F.F. Local 559
(hereinafter called the "Union")
Respecting Relief Fire Fighters**

Relief Firefighters

The Relief Firefighters shall not be bound by the Hours of Work provisions of the Collective Agreement, but shall instead be governed by the following:

- A. The Relief Firefighters shall be assigned to a regular shift on the basis of seniority. "Seniority shall be established based on the date of hire.
- B. The Relief Firefighters shall work one hundred and sixty eight (168) hours over twenty eight (28) day cycles. The Relief Firefighters shall be entitled to a minimum of four (4) hours at their regular rate of pay whenever called into work.
- C. The Relief Firefighters required to work the schedule set out under (B) above shall be assigned to a twenty-eight (28) day cycle and will be required to work up to a maximum of one hundred sixty eight (168) hours within that cycle at straight-time rates, subject to the following:
 - i. wages and benefits will remain consistent with current practices. i.e., eight-four (84) hours pay at straight-time per bi-weekly pay period; and
 - ii. the City will assign the Relief Firefighter to a shift for the purpose of providing relief for paid time off benefits and, in so far as is possible, their work schedule will reflect the regular hours of work of that position.
- D.
 - i. The Relief Firefighters may be required to be on duty up to a maximum of fourteen (14) consecutive hours.

- ii. The Relief Firefighters may be utilized to a maximum of ninety-six (96) hours in a seven (7) day block.*
 - iii. The Relief Firefighters shall be off duty for two (2) twenty-four (24) hour periods each seven (7) day block.* The Relief Firefighters may request one (1) shift per seven (7) day block as a prescheduled day off call. The Employer will make all reasonable efforts to accommodate such requests, keeping in mind that the Relief Firefighters are to be utilized for overtime aversion. Once a twenty-four (24) hour period had been scheduled off, it shall be confirmed forty-eight (48) hours prior to the scheduled shift off and shall not be retracted except by mutual agreement.
 - * The use of a seven (7) day block is for the sole purpose of clarification of this document and is WITHOUT PREJUDICE, and shall not be used to amend or define any other Document or Act.
- E. Persons hired as Relief Firefighters shall be entitled to wages and specified benefits afforded regular full-time employees consistent with the Collective Agreement, with the exception of annual vacation and statutory holidays, which shall be administered as follows:
- i. Employees shall not be entitled to leave for the duration of the calendar year in which they are hired. All vacation and statutory holiday accruals will be paid out at the end of the calendar year in which he/she is hired. Vacation and statutory holiday payouts will be pro-rated based on the employee's start date compared to annual entitlements.
 - ii. Employees hired prior to the annual holiday selection process shall be included in the following year's selection. Employees hired after the annual holiday selection process shall be entitled to leave during the following calendar year, in accordance with their placement within his/her holiday group.
- F. Where attrition occurs, the senior Relief Firefighters will be placed on a regular shift after a new employee has successfully completed his/her training period and has been assigned as a Relief Firefighter.
- G. If a replacement has not been hired within six (6) months of the retirement/termination of a regular firefighter, the most senior Relief Firefighter shall be placed in the vacant position.
- H. In the event of a lay-off; Relief Firefighters will be laid off first.

The Labour Management Committee will meet regularly to discuss the implementation of this letter of understanding.