

Auxiliary Firefighter

Competition #: JR-2024-296

Closing Date: January 16th, 2025 at 11:59pm

Hourly Pay: \$18.11/Hour

About Vernon:

Welcome to Vernon and the sunny North Okanagan, where our casual lifestyle matched with spectacular outdoor recreation opportunities has led Vernon to become one of the most diversified communities in BC. The community is surrounded by three lakes; Okanagan, Kalamalka and Swan in British Columbia's Okanagan Valley, one of the most desirable regions in Canada in which to live. The community is located approximately 4 1/2 hours by car from Vancouver and the Pacific Ocean, and 3 hours north of the US border at Washington State.

Vernon is the hub of the North Okanagan and has a population of over 45,000. Vernon provides an exceptional quality of life with a mix of urban amenities, world class resorts, amazing recreational opportunities all situated in a natural setting. Vernon is a great place to live, work, visit or invest. Just ask anyone who lives in the region.

About the Position:

Multiple positions available as an Auxiliary Firefighter for Vernon Fire and Rescue Services.

The City of Vernon is currently accepting applications for Auxiliary Firefighters.

Requirements are:

- **Applicants must live or work within 8 km of the Predator Ridge Fire Station located at 70 Predator Ridge Dr, Vernon BC.**
- **Applicants must provide a current copy of their Driver's Abstract with application and at least two (2) reference contacts.**
- **If applicable, please include copies of relevant certifications with application.**

- **Preference will be given to qualified or experienced applicants.**

Shortlisted applicants will be required to provide a Police Information Check, Medical Release Form, and undergo a Firefighter Fitness Evaluation to qualify for the position. Information regarding the requirements for completing the physical fitness evaluation is included below.

Auxiliary Firefighter Application Package:

The City of Vernon is committed to providing effective and efficient fire protection and rescue services. Vernon Fire-Rescue Service's purpose is to save lives and property. Typically, Auxiliary Firefighters find that participation in the program can provide a personal sense of satisfaction and accomplishment.

Service as an Auxiliary Firefighter with the department requires commitment. Consideration of the different elements of service should be well understood. This application has been designed to provide foundational information that will assist you in determining whether Auxiliary Firefighting is a suitable pursuit for you.

Vernon Fire Rescue Services has proudly been serving the citizens of Vernon for 130 years.

Our Values

Our team values professionalism, compassion, courage, unity and strength. Through these values, we are proud to provide life safety services and leadership to our community.

Our Mission

Pride. Compassion. Courage. Community.

Our Vision

To be recognized as industry leaders in fire prevention, safety, response and recovery while working within a healthy, respectful, community-focused culture. We will achieve this by continuously developing capacity and ability within our department; developing service-focused programs; strengthening relationships with our community, with our leaders and with each other; fostering strong leadership and trust at every level and remaining grounded in our values.

Philosophy of Operations

Our value system is an enduring prioritization of principles that represent the preferred conduct and results for VFRS. This value system defines what members and our organization consider to be appropriate behaviours and outcomes. The values of VFRS are organized into a philosophy of operations, and this philosophy is demonstrated by observable and measurable results.



Professionalism

VFRS and each member is committed to providing professional service to our community, as a composite department, consisting of both full-time and paid-on-call members. Professionalism is achieved and maintained by:

- Maintaining a state of readiness to respond.
- Ensuring equipment is in good repair through regular inspection and run-ups.
- Ensuring we possess adequate skills and knowledge for the services we provide.
- Respecting our profession by conducting ourselves in a manner which is beyond reproach.
- Remaining focused on providing excellent public service.
- Treating others with kindness, respect, patience and consideration.
- By continuously improving ourselves and our department.
- By treating everyone like a valued customer.

Compassion

VFRS and its members demonstrate compassion for others by:

- Considering the needs and perspectives of others.
- Providing competent services to those in need.
- Being truthful and kind.
- Being patient and considerate.
- Respecting confidentiality.
- Being mindful and respectful with the words we use.

Courage

Our members value and demonstrate courage by:

- Having courageous conversations.
- Doing the right thing, even when it is difficult.
- Speaking truth.
- Acknowledging when help is needed and seeking it out.
- Acknowledging fear and apprehension and overcoming it with training, preparation and teamwork.

Unity

Vernon Fire Rescue Services and its members are “one team” working together to provide excellent service to the public. Our unity is demonstrated by:

- Facing challenges anchored in our shared values.
- Being hard on problems and soft on people.
- Cooperative efforts to overcome challenges.
- Building capacity within our members and supporting their development.
- Acknowledging the value each member brings to the Team. Solving disagreements with respectful, open and honest communication.



Strength

Our members are our most valuable resource and constitute our organizational strength. Each member takes pride in our organization and safeguards its reputation.

Our members demonstrate strength by:

- Being tolerant of others and their perspectives.
- Building others up and providing encouragement.
- Acknowledging errors or misjudgments and making amends.
- Conditioning our minds for the work we do.
- Conditioning our bodies for the work we do.
- Being flexible, adaptive and agile.

The Nature of Fire Rescue Services

The Fire Rescue Service is diverse and challenging and operates within a paramilitary organizational structure. It is the diversity that inspires many to enter the service. Firefighters train to respond to many different emergency situations, including structural fires, rescues, motor vehicle incidents, hazardous material incidents and medical emergencies. Calls for service occur at all times of the day or night, often with difficult environmental conditions or emotional circumstances. The business of emergency response can be stressful.

Fire Rescue Service's primary goal is to protect the public, which is accomplished two ways:

- By preventing fire emergencies from occurring, through public education, fire safety and code enforcement programs.
- By mitigating emergencies through planning, pre-emergency mitigation and intervention.

Profile

Vernon Fire Rescue Service is a composite department consisting of Career and Auxiliary Firefighters. There are 7 Administrative staff, 36 Career Firefighters, a Fire Prevention Officer, a Training Officer, and approximately 15 Auxiliary Firefighters.

The Department operates under the direction of the Fire Chief who is responsible to the Chief Administrative Officer. The Chief is assisted by a Deputy Chief of Operations, a Deputy Chief of Fire Prevention, Public Education and Training, a Deputy Chief of Emergency Management, an Emergency Program Coordinator and an Executive Assistant.

The department responds to approximately 4500 calls per year. Most calls are managed by the on-duty shift. For large, long lasting or complex calls both Auxiliary and Career Firefighters are called in to provide support to the initial responders.



Auxiliary Firefighting

Auxiliary Firefighters directly participate in fire and rescue operations at emergency scenes. Regardless of prior training or experience, all Firefighters complete a recruit training program to provide a base understanding of the department and how it operates. The National Fire Protection Association and BC Play Book training standards are used to train and maintain the Firefighter's skills.

Fitness Evaluation Requirements

The purpose of the Fitness Profile is to establish a baseline fitness evaluation and allow the applicant to increase awareness of their own fitness level and physical ability. Performance times will be recorded for a personal baseline and department records only. The maximum time allowed to complete the course is 20 minutes. Candidates will not participate in training sessions if they are unable to complete the course within the required time. A re-evaluation may be considered once a candidate has had time to improve fitness or ability in the areas they had difficulty with.

- All participants must wear full protective clothing, including SCBA
- All tasks must be completed without stopping. No breaks in between events.
- Running is not allowed
- All tasks and drills must be completed using proper procedures as described and demonstrated by the qualified firefighters facilitating the fitness profile.

Event #1 - Charged Attack Line Advance Test

Applicant shall drag a charged 45mm hose a distance of 20m. Two 15m lengths of hose are flaked behind the starting line. The test will begin with the applicant's first step. The nozzle must be held over the shoulder and applicant advances to the finish line as quickly as possible. The applicant must place the nozzle into the garbage can before moving on to the next station.

Event #2 - Supply Hose Pull Test

Applicant will pull a bundle of 65mm hose, a distance of about 20m over a smooth concrete floor using a rope. When the bundle passes the finish line, the applicant will walk back to where the bundle started and pull it back to its original position. The hose bundle must pass both start/finish lines before the applicant can proceed to the next test. During the test, the applicant must remain stationary in the box and must use the 16mm rope only to move the hose bundle. A penalty will be assessed if the applicant steps out of the box.

Event #3 - Victim Drag Test

The test starts with the mannequin lying face up on the floor and the applicant standing. The applicant lifts the mannequin's torso and walks backwards for 15m, turns around a traffic cone and returns to the start line as quickly as possible. The applicant is allowed to regrip or readjust as many times as necessary to complete the test. A penalty will be assessed if the mannequin's torso or buttocks contact the floor before finishing or contacts the traffic cone.



Event #4 - Equipment Carry

The applicant carries two foam pails for about 15m, turns around a traffic pylon and returns the pails to their starting position. The applicant must walk, no running and no part of their body or pails may touch the cones. The pails may not be dropped or put down until reaching the finish. A penalty will be assessed for each infraction.

TEST #5 - Forcible Entry Simulation Test

Using a sledge hammer, the applicant must strike the target consistently 10 times.

Frequently Asked Questions:

What is the cost of the required training?

The required training for Auxiliary Firefighters is provided by the Department at no cost to the Firefighter. Transportation to and from accredited additional training is also funded by the Department, if the Auxiliary firefighter has to travel outside of the Regional District of North Okanagan

How much do I have to pay for protective clothing?

All required protective clothing is provided by the Department at no cost to the Firefighter.

What about Insurance coverage?

Workers Compensation Board coverage is in effect whenever the individual is working for the Department. The City also has insurance coverage, as well as accidental death and disability coverage.

How are Auxiliary Firefighters paid?

Auxiliary Firefighters are paid for required training and for all emergency call-outs at a rate set out by the City of Vernon. The Human Resources Dept. can provide pay rate details.

Upon successful completion of Recruit Training, how much time could an Auxiliary Firefighter expect to devote to being an active member?

Time requirements vary, the average training and call-out time is at least 10 hours per month. There is no limit on the time you may spend on optional or volunteer duties (e.g., public relations duties).

How often will an Auxiliary Firefighter be on call to respond?

No one can be available all of the time. Auxiliaries are encouraged to respond when they are reasonably available and fit for duty. To a large extent the success of the program depends on each Firefighter's commitment and availability.

How quickly does an Auxiliary Firefighter have to respond to a call?

Firefighters respond immediately to a page out to support the initial response. If a Firefighter is available sometime after a page out has occurred they may still respond to support longer lasting events.



How long do emergency call outs last?

The average call out lasts less than an hour. A working structure fire may last 3- 4 hours and a major incident may last 8-10 hours.

Will prior fire/rescue training and/or experience be credited towards Vernon Fire-Rescue Services requirements?

Yes, prior experience or training is recognized and it may reduce the time necessary to develop the minimum skills required by the Department.

Is it possible for an Auxiliary Firefighter to specialize in one area?

Historically, the Firefighters have been generalists, proficient in all areas of fire or rescue. Increasingly, it is recognized that Auxiliary Firefighters could contribute to the program in a meaningful way with a special skill set, ability or qualification they already possess.

Is there a medical/physical examination prior to acceptance?

There is a medical exam and a physical exam. A medical form provided by the Department is completed by the applicant's family doctor.

Will there be written or physical testing prior to acceptance?

There is physical testing based on bonified job requirements and some adult learner style written testing to demonstrate and record the ability to perform the tasks of a Firefighter.

Is a Police Information Check required prior to acceptance?

A Police Information Check with a Vulnerable Sector is required for shortlisted candidates.

Is a copy of my driving record required prior to acceptance and is there a cost?

A copy of your drivers abstract must be provided at the time of application and prior to acceptance. The cost to secure a copy of a driver's abstract is the applicants responsibility.

How are Auxiliary Firefighters integrated with Career staff?

Career and Auxiliary Firefighters train and work together. Both groups also have separate and distinct aspects to their roles. Auxiliary Firefighters train together as small and large groups and also spend time training with Career Firefighters. Often it is Career Firefighters who provide a training session or mentorship on the fire ground for an Auxiliary Firefighter.

Is there a social aspect to being a member of the Auxiliary?

In addition to emergency response, Auxiliary Firefighters often participate in community public relations events.

Thank you for your interest in serving our community!



To Apply:

Please submit your resume, quoting the appropriate competition online at vernon.ca/careers by selecting “apply” and creating a candidate profile.

- Internal applicants are asked to apply using their worker profile.
- **External Posting URL:** https://vernon.wd10.myworkdayjobs.com/Vernon-Career_EXT/job/Fire-Hall-Station-3/Auxiliary-Firefighter_JR-2024-296

By making application, you are authorizing the City of Vernon to verify, through whatever means deemed appropriate, any information included in your applicant profile.

The City of Vernon wishes to thank all applicants; however, only those candidates selected for an interview will be contacted.

