

The City of Pickering is committed to creating an equitable, diverse and inclusive workplace and strives to foster a sense of belonging, empowerment and respect among all employees and community members. We recognize and value that diverse perspectives, skills, backgrounds, and lived experiences contribute to the growth and strength of our organization and community. As such, we welcome and encourage applications from Indigenous Peoples and equity-deserving communities including women, persons with disabilities, racialized persons, persons who identify as 2SLGBTQI+, and other diverse communities.

## Probationary Firefighter

<b>Requisition ID:</b>	140467
<b>Department:</b>	Fire Services
<b>Classification:</b>	4 Full-time, Permanent
<b>Affiliation:</b>	Union / PPFA
<b>Vacancy Reason:</b>	Existing
<b>Shift/Hours:</b>	24 hour shift system
<b>Salary:</b>	\$66,751.80 (2024 rates)
<b>Work Location:</b>	Various
<b>Date Posted:</b>	February 4, 2025
<b>Deadline to Apply:</b>	February 21, 2025

### Job Summary

The City of Pickering is seeking dedicated and motivated individuals to join our team in the role of Probationary Firefighter.

The successful incumbent is responsible for responding to emergency incidents of various types in an effective and efficient manner to protect the health, welfare and property of the citizens of Pickering. Other responsibilities include training, pre-incident planning, station and vehicle maintenance, and promoting community safety through fire prevention and public education programs.

### Primary Responsibilities

- Performs fire ground operations such as fire suppression, and salvage and overhaul in accordance with Standard Operating Guidelines, and current training practices.
- Performs specialized rescue operations such as automobile extrication, rope rescue and water and ice rescue in accordance with Standard Operating Guidelines and current training practices.
- Performs emergency medical care in accordance with industry standards.
- Participates in department fire prevention and public education programs that include presentations, special activities and demonstrations of firefighting and fire safety techniques.
- Participates in and satisfactorily completes all assigned training activities.
- Assists Captain with pre-incident planning surveys and inspections.
- Performs vehicle and equipment maintenance following current practices.
- Performs various station duties, such as daily cleaning and maintenance to maintain good housekeeping.

Additional secondary responsibilities may apply and will be outlined in the Job Description, which will be provided to candidates selected for an interview.

### Education and Experience

- Successful completion of secondary school education and a post-secondary certificate in a Pre-Service Firefighter Education & Training Program from a recognized College, or an acceptable combination of education, training and experience.
- NFPA 1001 Fire Fighter Level I and Level II, IFSAC or Pro Board Certificate.
- Previous emergency services experience may be considered an asset.
- Must be medically and physically fit to perform prolonged and/or dangerous work sometimes under adverse conditions and to meet the agility requirements of the job and be willing to maintain this level.
  - **Qualified candidates must hold valid and current Ontario Fire Administration inc. (OFAI) Candidate Testing Service (CTS) Stage One, Two, and Three, including the Swim Test. All certifications must be valid until the closing date of February 21, 2025. For more information, please visit [www.ofai.ca](http://www.ofai.ca). (All costs associated with the test are the responsibility of the applicant).**

## Knowledge, Skills and Abilities

- Demonstrated ability to problem solve and analyze potential risks quickly.
- Must possess a valid Class “D” Ontario Driver’s Licence with “Z” endorsement and provide consent for a Driver’s Abstract. A clean driving record is preferred.
- Must hold current Standard First Aid and Basic Rescuer CPR-C certificates.
- Must be willing to participate in the Emergency Medical Responder training program.
- Must be willing to participate in computer-based training applications.
- Ability to communicate clearly and concisely in the English language.
- Strong interpersonal/customer service skills to deal with the public in a professional manner sometimes under stressful and chaotic conditions.
- Knowledge of the geographical street locations of the Municipality as well as the location of municipal building and fire hydrants preferred.
- Demonstrated proficiency in the use of personal computers and Windows based computer applications.
- Ability to safely operate mechanical equipment including hydraulic, electrical, hand equipment and tools an asset.
- Must be prepared to undergo a Criminal Reference check as a condition of employment.
- Must be willing to work on rotating shifts; currently a 24 hour shift system which includes weekends and holidays

Compensation includes a comprehensive benefits package, and an OMERS pension plan.

Qualified candidates may complete an [online Firefighter application form](#) where you will be required to upload your resume and cover letter (PDFs only).

We thank all applicants for their interest, however, only those selected for an interview will be contacted. In accordance with the *Municipal Freedom of Information and Protection of Privacy Act*, personal information is collected under the authority of the *Municipal Act* and is used for the purpose of candidate selection.

---

The City of Pickering is committed to inclusive and barrier-free employment practices, and to creating a workplace that reflects and supports the diversity of the community we serve. Accommodations are available throughout the recruitment process in accordance with the *Accessibility for Ontarians with Disabilities Act*. Accessible formats and supports can be requested. For assistance, please contact the Human Resources Department at 905.420.4627 or [hr@pickering.ca](mailto:hr@pickering.ca).

**Pickering: A complete, world-class city... inclusive, connected, caring and prosperous.**

