

Frequently Asked Questions

HRM Career Firefighter Recruitment



The following are some frequently asked questions that were applicable for our last career recruitment (2007-2009). Future recruitment processes and requirements are subject to change so please visit our website for the most current information:

www.halifax.ca/fire

1. What Qualifications are typically required to become a career firefighter?

- * Proof of Grade 12 or equivalent
- * Proof of age, 18 years or older
- * Non-smoker and maintain non-smoker status
- * Legally entitled to work in Canada
- * Ethical behaviour and accountability
- * Able to understand and communicate clearly in English (oral and written)
- * Normal unaided hearing - hearing thresholds no greater than 30 decibels in each ear at 500 Hz, 1000 Hz, and 2000 Hz and no significant loss in higher frequencies
- * 20/30 corrected vision with colour and peripheral vision appropriate for the position of firefighter
- * Current Nova Scotia Class 5 motor vehicle operator's license or equivalent
- * Driving Abstract demonstrating responsible and safe driving behaviour (does not reflect 6 points or more for a single infraction OR 8 points or more for multiple infractions in the last 24 month period)
- * A Criminal Records check with no conviction for a criminal offense for which a pardon has not been granted
- * **Certifications:**
- * Proof of Current certification of the NFPA 1001, Level I from IFSAC or Pro Board approved agency
- * Proof of Current Standard First Aid and CPR-C certifications

2. What is the NFPA 1001, Level 1?

NFPA 1001 (National Fire Protection Association) is the Standard for Fire Fighter Professional Qualifications. This standard identifies the minimum job performance requirements for fire fighters whose duties are primarily structural in nature.

Firefighter Level 1 - The person, at the first level of progression has demonstrated the knowledge and skills to function as an integral member of a fire-fighting team under direct supervision in hazardous conditions.

3. How do I obtain the Firefighter's Level 1 certification?

There are currently two options:

- * You can apply for firefighter pre-employment training at a recognized Firefighter School. In Nova Scotia, contact the Nova Scotia Firefighter School at 1-902-861-3823 or internet: www.nsfns.ca
- * You can become an HRM volunteer firefighter and complete the required training on a part time basis for a 2-3 year period through our Basic Firefighting course and weekly training sessions.

4. Is there a cost that applies to obtaining the Level 1 Certification?

Yes there is a cost, you must deal directly with the applicable Fire School for that information.

5. Is the Nova Scotia Firefighter School Level 1 Certification program the only one you accept?

No, we have accepted NFPA Level 1 Certification from recognized and authorized Fire Programs across Canada and the US. Please refer to the list of schools on our website for more information: www.halifax.ca/fire

6. What can I do to increase my suitability and skill set applicable to that of a career firefighter?

- * Make ethical and accountable life choices
- * Be in excellent physical condition
- * Check the information on our website regarding qualifications, skills and abilities required
- * Consider a Firefighter's NFPA Level 1 certification
- * Become an HRM Volunteer Firefighter

7. How often does HRM recruit for career firefighters?

Usually every 2-3 years, depending on our operational requirements. When available, dates will be posted on the website.

8. How will I know when HRM is recruiting for career firefighters?

- The website will have all the information when it becomes available. www.halifax.ca/fire
- Advertisements in local newspapers.

9. Can I drop off my application for a career firefighter at any time?

No. We only accept applications during the recruitment periods. If your local fire station offers volunteer opportunities you may stop by and fill out an application for a volunteer position.

10. What are the steps involved in the hiring process?

The recruitment process is always subject to change to meet the needs of that particular recruitment and can include but is not limited to the following phases:

- * Application screening
- * Aptitude Test
- * Personal History Disclosures
- * Job related physical abilities tests such as the Candidate Physical Abilities Test (CPAT) or York Test, blacked out mask and ladder climb
- * Submission of documentation
- * Polygraph/Integrity testing
- * Board interview
- * Educational, personal and professional reference checks
- * Criminal Record Check
- * Medical testing

11. How long does the recruitment process take?

This varies for each recruitment based but can take upwards of two+ years to complete. Successful applicants are then placed on a list and are hired from that list as required. The hiring needs of our department fluctuates and are dependent on operational factors such as: retirement, city growth, legislation, funding/budget, etc.

12. I did not complete a High School Diploma. What do you accept as a suitable equivalent?

We have accepted a High School Equivalency Diploma (ie. G.E.D.). For information on guidelines for completing High School equivalency programs, please contact the Department/Ministry of Education (in Nova Scotia the contact is 902-424-5168). We also have accepted a copy of an official school transcript that clearly indicates you have met the requirements to be awarded the diploma.

13. Am I required to have a Driver's License to be a firefighter?

You are currently required to have a Nova Scotia Class 5 Driver license **or equivalent** to apply for and be employed as a firefighter. During your initial orientation period you will be provided the necessary training to upgrade your license to a Class 3A with airbrake endorsement (required to operate Fire vehicles).

14. What is involved in the medical test?

The medical assessment includes but is not limited to the candidate passing the following tests:

- * blood work
- * uranalysis
- * pulmonary
- * audio (hearing)
- * visual
- * back fitness assessment
- * physician medical

15. How can I determine if a medical condition I have makes me ineligible for hire?

Your physician is the best resource for information on your personal health. We encourage you to book a complete physical with your physician before you decide to submit a firefighter application to identify and/or discuss any conditions that may affect your ability to perform essential entry-level firefighter job tasks.

16. What kind of questions will be asked in the Board Interview?

The interview can include a variety of types of questions: situational, knowledge, and behavioural. The knowledge questions will require specific facts for answers. The situational questions will ask you what you would do if a particular situation existed. The behavioural questions ask you to describe events when you typically exhibited certain behaviours. Your answers are to be drawn from events and situations that you have encountered through your work, school, sport, team, and community/volunteer experiences.

17. What is the level of pay for an entry-level Firefighter?

The current salary for probationary firefighter (Firefighter 4) is \$33,559.00. Advancement from Firefighter 4 to Firefighter 1 is subject to the successful attainment of each level.

ADDITIONAL INFORMATION

On our website:

www.halifax.ca/fire