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## Firefighting as a Career

Halifax Regional Fire & Emergency Service (HRFES) is dedicated to the highest degree of professionalism. Employment as a Firefighter is a challenging and rewarding career, which offers women and men the opportunity to help others while working as a member of a highly skilled professional team. HRFES is dedicated to enhancing and preserving the quality of life, property and environment, through education, leadership, partnership and effective response to emergencies.

## Join Our Team

Our members must ensure ethical behavior and accountability are part of their nature. They must also maintain personal values that align with HRFES's values of **trust, dedication, integrity, caring and diversity**.

Please be aware that Halifax Regional Fire & Emergency Service receives hundreds of applications. Candidates must successfully complete a stringent recruitment process that may take over 2 years.

This brochure provides a general overview of the current qualifications and requirements for firefighters. These guidelines are subject to change.

## About Halifax Regional Municipality

Halifax Regional Municipality covers approximately 5,577 square kilometers. HRFES has a total staff complement of 479 career personnel and 800 volunteers, operating out of 60 Fire Stations.

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## What you will need to apply to be a Firefighter

- Ⓒ Good life-style choices and decisions
- Ⓒ Be a non-smoker and maintain non-smoker status
- Ⓒ High level of physical fitness
- Ⓒ Technical aptitude
- Ⓒ Current Nova Scotia Class 5 motor vehicle operator's license or equivalent

## Qualifications

- Ⓒ Proof of Grade 12 or equivalent
- Ⓒ Proof of age, 18 years or older
  - Legally entitled to work in Canada
  - Personal fit with the organization and position requirements
- Ⓒ Ability 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 color and peripheral vision appropriate for the position of firefighter
- Ⓒ Driving abstract demonstrating responsible and safe driving behavior
- Ⓒ A Criminal Records check, with no conviction for a criminal offense for which a pardon has not been granted

### **Certifications that must be completed before hire:**

- Proof of Current Standard First Aid and CPR-C certificates
- Ⓒ Proof of current certification of the NFPA 1001, Firefighter Level I from IFSAC or Pro Board approved agency. (**HRM**

**Volunteers who are Level 1 Trained may qualify. Contact Training Division at 869-4100 for more information. )**

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## The Selection Procedure

To be considered for employment, candidates must successfully complete the following:

### **Phase 1**

- Ⓒ Application Screening
- Ⓒ Aptitude Testing
- Ⓒ Integrity Interview
- Ⓒ Job-related tests such as the CPAT (Candidate Physical Abilities Test), blacked out mask and ladder climb tests

### **Phase 2**

- Ⓒ Polygraph Test
- Ⓒ Board Interview

### **Phase 3**

- Ⓒ Submission of all remaining documentation, with the exception of the Firefighter Level 1 Certification
- Ⓒ Educational, Personal, and Professional Reference Checks
- Ⓒ Medical Testing
- Ⓒ Criminal Record Check
- Ⓒ Attendance at an accredited Fire School (if required)

### **Photo Identification is required during all phases of the selection process**

### **Costs**

Candidates are responsible for all costs and fees associated with the application process. Details of these costs will be available when the next general recruitment is announced.

*Methods of Payment: Certified Cheque  
or  
Money Order*

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## The Firefighter's Job

### Educates the public in Fire & Life Safety

- Provides peer and public instruction/ education through frequent contact with community members during station tours, routine pre-fire life safety and building inspections, community events, and school presentations.

### Participates in Training

- Is involved in a continuous learning process, and concerned with increasing personal knowledge of firefighting and the Fire Service.

### Responds to emergency and non-emergency situations

- Drives and operates highly specialized vehicles under emergency conditions.
- Works at high levels of exertion under conditions of smoke and water, in fire-ravaged buildings.
- Extinguishes fires, handles hazardous material, provides emergency medical care to victims.
- Responds to non-emergency requests for service.
- Responds to motor vehicle collisions.

### Maintains the vehicles, equipment and stations

- Maintains all equipment such as ladders, hose, rope, breathing apparatus, extinguishers, personal protective equipment, all associated rescue equipment and vehicles; maintains cleanliness and performs routine maintenance in the fire station.

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### Employment Equity Employer

HRM is an Employment Equity Employer, and considers appropriate representation in the Municipality's workforce during any recruitment campaigns. Therefore, applications from Aboriginal people, visible minorities, women and other designated groups are encouraged.

HRFES recruits every 2 to 3 years. When a recruitment is announced, advertisements are placed in the local newspaper and on our website. Applications are not accepted outside the recruitment process.

### Salary & Benefits

HRFES offers a comprehensive benefit package, including life, accidental death, health, dental insurance and pension benefits. We also offer many opportunities for career development and promotion.

As of October 2008, 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. Currently a Firefighter 1 earns an annual salary of \$67,118.00.

For more information on becoming a firefighter contact:

Halifax Regional Fire & Emergency Service  
Alderney Gate, 3<sup>rd</sup> Floor  
40 Alderney Drive, Dartmouth

902-490-5530

Mailing Address:  
P.O. Box 1749, Halifax, NS B3J 3A5

website: [www.halifax.ca/fire](http://www.halifax.ca/fire)

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# Halifax Regional Fire & Emergency Service



***It's Not Just A Career, It's  
A Lifestyle***

## Recruitment Guide

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[www.halifax.ca/fire](http://www.halifax.ca/fire)