

Delta Fire & Emergency Services

Firefighter Application Guide

Delta Fire & Emergency Services strives to provide progressive, high quality emergency and preventative services that will consistently meet the needs of our community through PREVENTION, PROTECTION & RAPID RESPONSE.



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4645 Harvest Drive | Delta, BC V4K 4J5
Tel: 604-946-8541 | Website: www.delta.ca/firerecruitment



Delta Fire & Emergency Services

Firefighter Application Guide

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Delta Fire & Emergency Services Firefighter Application Guide

Thank you for your interest in becoming a firefighter with Delta Fire & Emergency Services. We are committed to recruiting talented and motivated individuals who possess a high level of integrity to serve our community. Delta Fire & Emergency Services works to deliver the best safety practices in fire, emergency, pre-hospital care and special services to those living, working and visiting in the community of Delta. We do this by striving to continually improve on fire suppression, fire prevention, emergency preparedness and risk identification. Delta Fire & Emergency Services aims to provide timely, quality services as well as to display compassion, respect and the utmost courtesy to all community members we serve.

Our firefighters are highly skilled, community-minded, team players that bring their unique strengths and experiences to Delta Fire & Emergency Services. We are looking for candidates that possess high ethical standards, personal integrity and represent the diverse nature of the community we serve. If you are interested in becoming a Delta firefighter, you should possess skills and demonstrated performance in the following areas:

- Physically Fit
- Healthy Lifestyle
- Highly Motivated
- Teamwork
- Honesty & Integrity
- Accountability
- Adaptability
- Resilience
- Desire to Serve the Public
- Customer Service Focused

A commitment to maintaining a daily fitness routine and monitoring personal wellness is essential to ensuring firefighter safety, resilience, and longevity. It is important that you have the strength, stamina and cardiovascular conditioning required to take on the physical challenges of this career. Ethical behavior and accountability must be part of your nature. Taking responsibility and ownership of your actions is vital to success.

The role of a firefighter is not suited to everyone. The daily pressure, sacrifice and risks that firefighters face separate this job from many other careers. We highly recommend that you conduct an honest self-evaluation before sending in your application: familiarize yourself with the job functions, build the necessary skill sets required, and review our screening process in its entirety to gain a full understanding of the application process.



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Firefighter Qualifications

- It is your responsibility to understand and meet the required qualifications **before** you submit your application.
- All required documentation must be submitted with your online application **in the order specified** on the *Document Submission Instructions* page.
- If you intentionally misrepresent yourself or your qualifications, knowingly withhold information or are purposely deceitful or dishonest at any stage in the process, your application file will be permanently closed. You will not be eligible to apply again during any future competitions.

Required Qualifications:

Applicants must meet all of the following required qualifications to be considered for employment:

- Legal entitlement to work in Canada shown by submitting a clear copy of one of the following:
 - Canadian Birth Certificate
 - Canadian Passport
 - Current Permanent Resident Card
 - Current Landed Immigrant Card
- Certificate of Completion of NFPA 1001 Levels 1 and 2 from an approved Pro Board or IFSAC accredited firefighter training program
- High School graduation or equivalent
- 2 years of accumulated work experience after the completion of high school
- Valid BC Driver's Licence, Class 3 with Air Brake endorsement
Applications without a Class 3 with Air Brake endorsement will be accepted at time of application. However, applicants will be required to obtain and provide proof of this qualification by Stage 3 (Interview Stage) of the recruitment process.
- Driver's Abstract providing your most recent five year driving history dated within 15 days prior to application submission date. Candidates must demonstrate safe and responsible driving behaviour. More than six points may eliminate an application from further consideration in the current process. Other aspects of your driving record will also be considered.
- A current BC EMA Licensing Board Emergency Medical Responder (EMR) Licence or higher level of BC EMA Licence (PCP, ACP). See the [Emergency Medical Assistants Licensing Board website](#) for licensing information.
Applications without an BC EMR Licence or higher will be accepted at time of application. However, applicants will be required to obtain and provide proof of this qualification by Stage 3 (Interview Stage) of the recruitment process.



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- NFPA 472 Standard for Competence of Responders to Hazardous Materials/Weapons of Mass Destruction Incidents - Operations Level
 - Community Volunteer Experience
 - Physically and medically fit to perform the job of a Firefighter according to the standards set out in NFPA 1582, including:
 - Vision and hearing that meets the criteria listed in NFPA 1582 Chapter 6:
 - Colour and peripheral vision safe for the position of Firefighter;
 - 20/30 corrected binocular vision and 20/100 uncorrected binocular vision or better;
 - Normal hearing without artificial aids.
- Applicants will be assessed during the medical stage for these requirements.
- No conviction for a criminal offence related to the job of a Firefighter.

Preferred Qualifications - *these additional skills & experiences will enhance your application but do not replace the required qualifications.*

- NFPA 472/1072 Standard for Competence of Responders to Hazardous Materials/Weapons of Mass Destruction Incidents – Technician Level
- NFPA 1006 Technical High Angle Rope Rescue – Awareness, Operations or Technician Level
- NFPA 1006 Confined Space Rescue – Awareness, Operations or Technician Level
- NFPA 1006 Auto Extrication/Vehicle Rescue
- NFPA 1006 Swift Water Rescue
- Wildland Fire Fighting Certification
- Completion of other Fire Service related courses or programs
- Fire related work and/or volunteer experience related to firefighting
- Practical experience transferable to areas of firefighting:
 - Experience/training in Emergency Services: Police, Coast Guard, EMS (Emergency Medical Services), Military, Search and Rescue and Work Experience Programs
 - Construction related trades
 - Heavy equipment operator, truck driving tandem axle vehicles with a Class 1, 2 or 3 licence
- Coaching, teaching or instructional experience
- Fluency in languages other than English
- Lifesaving Society certifications (Bronze Medallion, Bronze Cross, National Lifeguard)



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General Information

Please read the following information **before** beginning the online application process.

The Delta Fire & Emergency Services Firefighter recruitment process is lengthy, competitive and complex. You need to be prepared to complete the various stages on demand and in a short period of time.

In your pursuit of a career as a firefighter with Delta Fire & Emergency Services, we offer you these guidelines:

1. Before you submit your online firefighter application, take the time to learn all you can about the job. Familiarize yourself with the job tasks and the different stages in the recruitment process. Do your homework, it is better to be over-prepared!
2. If your personal contact information changes during the recruitment process please ensure you update your user profile in our online application system.
3. Only those applicants who have been shortlisted at each stage of the recruitment process will be contacted by email or telephone regarding next steps. Job fit and suitability are critical factors considered in our decision-making processes. Completion of and/or moving through all stages in the recruitment process does not ensure a job offer.
4. You must be able to follow and act on complex oral and written instructions. You will be evaluated on these skills throughout the recruitment process and throughout your career as a firefighter.
5. We expect you to be prepared and ready to participate in all assessments at all times. Sometimes you may experience lengthy delays with little feedback. The very nature of our business is being prepared to respond. Please ensure you monitor your email inbox (including spam or junk folders) and telephone messages regularly to stay current with all requests.



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Submitting an Application

Before You Apply

Before submitting your online application, it is important for you to read and understand the following:

- Only those candidates with the required qualifications on the date of application submission, and whose application is regarded as complete, will be considered for advancement in the firefighter competition.
- Applications will only be accepted through the online system. We do not accept applications via email, fax, or those received in-person.
- An active email address will be required to create an online account and to submit your application.
- You will be required to upload the following **three PDF documents** at the time you complete the online application:
 1. Resume
 2. Required Qualifications
 3. Preferred Qualifications

Do not submit a cover letter. Make sure you have these documents scanned and ready to submit **BEFORE** you begin the online application process.

Document Submission Instructions

Attach the following to your online application with the specified filenames:

1. **Resume** – make sure your resume is up to date with all relevant information

File Name = 2025-LASTNAME-RESUME.PDF

Therefore, if your last name is SMITH, the filename will be 2025-SMITH-RESUME.PDF

2. **Required Qualifications** - supporting documents for required qualifications. All supporting documents should be scanned together and saved as one electronic document with a maximum file size of 5120KB. Zip files (.zip) are not acceptable.

File Name = 2025-LASTNAME-RQ.PDF

Therefore if your last name is SMITH, the filename will be 2025-SMITH-RQ.PDF

3. **Preferred Qualifications** – supporting documents for preferred qualifications. All supporting documents should be scanned together and saved as one electronic document with a maximum file size of 5120KB. Zip files (.zip) are not acceptable.

File Name = 2025-LASTNAME-PQ.PDF

Therefore if your last name is SMITH, the filename will be 2025-SMITH-PQ.PDF



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The **Required Qualifications** file must **ONLY** include copies of the following documents **IN THIS ORDER**:

1. Legal entitlement to work in Canada, which must be shown by submitting a clear copy of one of the following:
 - Canadian Birth Certificate
 - Canadian Passport
 - Current Permanent Resident Card
 - Current Landed Immigrant Card
2. Certificate of completion of NFPA 1001 Firefighter Level 1 and 2 certificate with Pro Board or IFSAC accreditation
3. High School transcript or equivalency (do not include your high school diploma)
4. Your current Driver's Licence (front and back)
5. Driver's Abstract dated within 15 days prior to application submission date. Ensure your abstract displays a status of NORMAL. If your abstract displays a status of HOLD, you may be required to provide details on the "hold" before advancing to further stages of recruitment.
6. Valid BC Emergency Medical Responder (EMR) Licence or higher level of BC Provincial EMA Licensing

NOTE: If you do not currently possess a valid Class 3 driver's licence with air brake endorsement and/or a valid EMR licence, you will be required to provide proof of both of these valid licences by Stage 3 (Interview Stage). If you are unable to provide proof of these licences by Stage 3 (Interview Stage), you will be removed from the current recruitment process.

The **Preferred Qualifications** file must **ONLY** include copies of the following documents **IN THIS ORDER**:

1. NFPA 472/1072 Standard for Competence of Responders to Hazardous Materials/Weapons of Mass Destruction Incidents – Technician Level
2. NFPA 1006 Technical High Angle Rope Rescue – Awareness, Operations or Technician Level
3. NFPA 1006 Confined Space Rescue – Awareness, Operations or Technician Level
4. NFPA 1006 Auto Extrication/Vehicle Rescue
5. NFPA 1006 Swift Water Rescue
6. Wildland Fire Fighting Certification
7. Certificates of completion of other Fire Service related courses or programs
8. Lifesaving (Bronze Cross and/or Bronze Medallion and/or Instructor and/or National Lifeguard Service Award)

DO NOT submit any documents that are not specifically requested in the Document Submission Instructions.



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Submitting Your Online Application Instructions

Review these instructions carefully in preparation for your online application submission. Please ensure that you have read and understood the **Firefighter Application Guide** before starting the online submission process. At the end of the application process, you will be required to read and accept the following *Applicant's Declaration*:

1. I have fully read and understood the information contained in the *Firefighter Application Guide* and agree to the terms and conditions outlined in that document.
2. I certify that all statements, both written and verbal, made in the course of my application for employment are true and that omissions or misrepresentations made on this application or other documentation and/or tests related to employment will be sufficient cause for cancellation of my application, and if employed, for dismissal from The City of Delta.
3. I understand I must maintain my licences/qualifications during all stages of the recruitment process as well as throughout employment.
4. I understand the selection process is extremely competitive and meeting only the required qualifications does not guarantee my application will be selected to advance.
5. I understand that, on request, I must be prepared to submit original or legible copies of documentation verifying that I meet the position's qualifications. In addition, I authorize the City of Delta to verify any documentation provided with this application.
6. I understand I may be required to travel to Delta at my expense on multiple occasions to participate in and complete various stages within the firefighter recruitment process.
7. I understand that I will be required to attend a Firefighter Fitness Test if I am successful to move to this stage of the recruitment process and I will be required to pay 50% of the cost for this test.
8. I understand that I will be required to attend a Skills Refresher Day prior to the start of the three day Ride Along program if I am successful to move to this stage of the recruitment process.
9. I understand that I will be required to attend a Skills Review Day after the three day Ride Along program if I am successful to move to this stage of the recruitment process.
10. I understand that I will be required to pass a medical/physical examination if I am successful to move to this stage of the recruitment process and I will be required to pay 50% of the cost for this examination.
11. I understand that I will be required to satisfactorily complete a Police Information Check if I am successful to move to this stage of the recruitment process and I will be required to pay 100% of the cost related to this check.
12. I authorize The City of Delta to contact my present or past employers to obtain work related and/or character references. I understand that this information will be used solely for the purpose of determining my suitability for employment.
13. I understand that should I be hired as a firefighter, there will be a probationary work period of one year during which my performance and suitability for the position will be reviewed.

Submitting Your Online Application continued on the next page.



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- Ensure that you set aside enough time to complete the application and upload your documents. You will need to dedicate approximately 60 minutes or longer to complete your online application.
- Once you are logged into the application system, the system will guide you through the application process. Read all instructions and questions carefully.
- DO NOT use your browser's "Back" button to return to a previous page.
- The system will time out if there is no activity for 15 minutes
- Incomplete applications will not be accepted.
- We will correspond with candidates by email and/or telephone. Make sure that your email address and telephone numbers are accurate and kept up to date during the recruitment process.
- Once you have registered on the portal, you can click "Update My Info" at any time to check/update your contact information.

The online application process is comprised of many pages with instructions and mandatory fields on each page:

- ❖ Your Information
- ❖ Resume, Attachments & Questions
- ❖ Work and Education History
- ❖ Other History – Certificates & Licences
- ❖ Review and Submit

The Application Progress Bar is visible on all pages and will indicate your progress through the application process.

You will receive a confirmation email from us when you have successfully submitted your application for the job. If you do not receive confirmation of your application within 24 hours, please check your Junk Folder as spam filters may have redirected the notification there. If you still did not receive a notification, call our office at 604-946-3246 to confirm receipt of your application.



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Timeline

DATE	STAGE
Posting Opening Date – Monday, December 1 Posting Closing Date Friday, January 9 @ 11:59 pm	Stage 1 – Online Application & Screening
Tuesday, January 20 7:00 pm	Stage 2 – Written Aptitude Test
Weeks of February 9 and February 17	Stage 3 - Panel Interviews
Weekends of February 21 & February 28 Candidates will be scheduled for one 4 hour session between this time period	Stage 4 – Firefighter Fitness Test
Saturday, March 7 Candidates will be scheduled to attend a morning or afternoon session on this day	Stage 5 – Skills Refresher Day
Starting March 9 to March 23 Candidates will be scheduled for 3 Ride Alongs on separate days during this time period	Stage 6 - Ride Alongs
Saturday, March 28 Candidates will be scheduled to attend a morning or afternoon session on this day	Stage 7 – Skills Review Day
Starting Monday, March 30	Stage 8 – Medical/Physical Exam
Starting Monday, March 30	Stage 9 – Police Information Checks & Reference Checks
Week of April 13	Stage 10 – Fire Chief’s Interview
Week of April 13	Stage 11 – Offers of Employment & Eligibility List
May 4, 2026	HIRE DATE

Please note this schedule is subject to change.

Candidates moving onto the next stage of the recruitment process will be notified via email or telephone. It is the candidate’s responsibility to ensure email addresses and phone numbers are current and up to date. All testing and assessment stages are in person and cannot be faxed, emailed or taken online. The City of Delta reserves the right to limit the number of candidates that proceed to any stage of the recruitment process.



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Stages in the Firefighter Recruitment Process

STAGE 1 – ONLINE APPLICATION & SCREENING

The first step in the selection process requires you to submit an online application by **11:59 PM** on the competition closing date. Incomplete and/or late applications will not be considered.

PLEASE DO NOT WAIT UNTIL THE FINAL DATE TO APPLY. Should you encounter technical issues or have questions, you need to allow for time to have any concerns addressed.

Completed applications will be reviewed and short-listed.

Due to the high volume of applicants, we are unable to provide individual feedback to applicants regarding the selection process.

STAGE 2 – WRITTEN APTITUDE TEST

Selected candidates will be invited to participate in a written test. The written test is a series of multiple choice questions. You may be tested on your ability to read and understand written information, mathematical ability, understand maps, diagrams and mechanical reasoning, and your situational judgement. Candidates will not be tested on firefighter specific knowledge.

This test must be taken in-person in Delta, BC on the specified testing date.

There is no cost to the candidate for this test.

Candidates moving forward to this stage will be notified by email.

STAGE 3 – PANEL INTERVIEW

Selected candidates will be invited to a structured panel interview. The intent of the interview is learn more about you, your work/life experiences and your abilities from your perspective. The interviewers will be rating you based on the responses you provide. The interview consists of several types of questions including behavioural style questions that will help determine if you meet the criteria for successful job performance. The interview is also an opportunity for you to display your best attributes. You will be required to bring all original documentation/certifications to your interview.

Candidates moving forward to this stage will be notified by telephone.

STAGE 4 – FIREFIGHTER FITNESS TEST

Selected candidates will be invited to participate in a Firefighter Fitness Test. Firefighting requires above average aerobic and anaerobic power, muscular strength and endurance, and flexibility. The fitness test is designed to identify individuals who have the physical attributes to perform the tasks required of a Firefighter.

For more details on the fitness test, please visit: [Langara Firefighter Fitness Test](#)

Testing will take place at Langara College in Vancouver, BC.



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The test fee is \$400. Candidates will be responsible for paying 50% (\$200) of the cost related to this test. Candidates moving forward to this stage will be notified by email.

*We will accept proof of passing the Langara Fitness Test if it was completed within six months of the posting's opening date.

STAGE 5 – SKILLS REFRESHER DAY

Selected candidates will be invited to participate in an occupational skills refresher day. This session is conducted by Delta Fire & Emergency Services instructors and allows for the candidates to receive specific instruction and practice their skills before the Ride Along stage of the process.

This consists of 5 skills stations:

- Hydrant Catching & Hose Advance (pre-connects)
- Ladder Carry/Raise – 24 foot ladder carry and raise
- PPE/SCBA – Donning and Doffing SCBA (Over the Coat method and Over the Head method)
- Portable Equipment (Chainsaw, K12, PPV Fan, Jaws Motor/Tools)
- Aerial Ladder Climb

This session will take place at Fire Hall #4 in Delta, BC.
Candidates moving forward to this stage will be notified by email.

STAGE 6 – RIDE ALONGS

Selected candidates will be invited to participate in the Ride Along program and will report to three separate fire halls in Delta. The Ride Along schedules follow the Delta Fire day shift schedule. During your Ride Along you will be participating as part of the fire crew, responding to calls and taking part in daily activities. Candidates will be evaluated on attendance, interpersonal/communication skills, motivation, performance and personal suitability. Candidates report directly to the Captain and work under direct supervisor of the Officer in Charge at all times. The Captain will determine the degree of candidate involvement.

Candidates moving forward to this stage will be notified by email.

STAGE 7 – SKILLS REVIEW DAY

Selected candidates will be invited to participate in an occupational skills review day. This session is conducted by Delta Fire & Emergency Services instructors and allows for review of the candidates abilities after the Ride Along stage of the process.

This consists of 5 skills stations:

- Hydrant Catching & Hose Advance (pre-connects)
- Ladder Carry/Raise – 24 foot ladder carry and raise



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- PPE/SCBA – Donning and Doffing SCBA (Over the Coat method and Over the Head method)
- Portable Equipment (Chainsaw, K12, PPV Fan, Jaws Motor/Tools)
- Aerial Ladder Climb

This session will take place at Fire Hall #4 in Delta, BC.
Candidates moving forward to this stage will be notified by email.

STAGE 8 – MEDICAL/PHYSICAL EXAMINATION

Selected candidates invited to this stage must attend and pass a comprehensive examination conducted by an independent medical provider demonstrating medical and physical fitness to perform the job of a firefighter in accordance with NFPA 1582. An online version of the standard can be viewed or purchased at the National Fire Protection Association website, www.nfpa.org or by calling them at 617-770-3000.

The candidate will be responsible for paying 50% of this exam fee.
Candidates moving forward to this stage will be notified by email.

STAGE 9 – POLICE INFORMATION CHECK & REFERENCE CHECKS

Police Information Check (PIC) and Reference Checks will be completed for all candidates moving onto this stage.

The candidate will be responsible for paying 100% of the cost related to the Police Information Check.
Candidates moving forward to this stage will be notified by email.

STAGE 10 – FIRE CHIEF'S INTERVIEW

Selected candidates will be invited to an interview with the Fire Chief.
Candidates moving forward to this stage will be notified by telephone.

STAGE 11 – OFFERS OF EMPLOYMENT/ELIGIBILITY LIST

Candidates who are successful through the recruitment process may receive offers of employment.

Delta Fire & Emergency Services may create an eligibility list of qualified Firefighter candidates for consideration of vacancies that arise in the upcoming year.

Only candidates who will be moving on to the next stage in the recruitment process will be contacted. It is the candidate's responsibility to ensure email addresses and telephone numbers are valid and accurate. It is the applicant's responsibility to check emails and telephone messages/voicemail on a regular basis as there are deadlines issued for payment and scheduling.

Please do not contact Human Resources regarding the status of your application.

Accommodation

If you require an accommodation at any stage in the recruitment process, please contact Human Resources.



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General Information

Firefighter Wages & Benefits

In accordance with the January 1, 2022 – December 31, 2024 Collective Agreement with the International Association of Firefighters Local 1763, Delta Firefighters receive the following rates of pay during the first four years of employment:

YEAR	Current Rates of Pay As of January 1, 2024	
	Hourly	Monthly
First Six Months (Probationary)	\$37.4925	\$6,847
Second Six Months (Probationary)	\$40.1757	\$7,337
Second Year	\$42.8533	\$7,826
Third Year	\$48.2086	\$8,804
Fourth Year (First Class)	\$53.5639	\$9,782

Firefighters' Benefits

Firefighters and their families receive several benefits that include extended health & dental coverage as well as group life & long term disability insurance. Firefighters have access to the Employee and Family Assistance Program.

Delta Fire & Emergency Services Firefighters are provided with full work and dress uniforms, and personal protective equipment including duty gear.

Firefighters' Pension

Delta Firefighters are enrolled in the British Columbia Municipal Pension Plan.

Living Restrictions and Obligations of Employees

All members of the Department shall report and keep the address of their principal residence and contact information current at all times. Members of the Department within all Divisions shall be restricted to living within the regions confined by the Metro-Vancouver area but including:

- East to and including Chilliwack but no further in time travel;
- North to Squamish but no further in travel time;
- Limited by the Canada / USA border; and
- Excluding Vancouver Island, the Gulf Islands, and the Sunshine Coast.

15% of members may live outside the living boundaries

Appearance & Grooming

Personal appearance and grooming requirements will be applied in a manner consistent with WorkSafeBC and Human Rights legislation.



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Environmental & Working Conditions

Environmental factors play a large role in the performance of a firefighter's duties. Some working conditions that firefighters experience as part of normal operating procedures include:

- The requirement to report for each shift "fit for duty", both mentally and physically.
- Shift work, including holidays and weekends.
- Firefighters may be required to respond to staff call backs and major alarms.
- Performing required tasks while wearing full personal protective equipment including Self-Contained Breathing Apparatus.
- Withstanding strong vibrations over extended periods of time (i.e. operating/holding heavy power tools in awkward positions, etc).
- Working quickly to extinguish fires in extreme heat and when visibility is poor or non-existent.
- Experiencing physically demanding task during extreme fluctuations in temperature.
- Lifting, carrying, butting, extending and climbing ladders to extreme heights, while maintaining balance and maneuvering in unwieldy positions.
- Working in hazardous areas that are hot, wet, slippery, muddy, icy, dirty, cramped, etc.
- Working on and around moving machinery, vehicles and equipment.
- Being aware of and protecting against burns and other injuries; exposure to sharp objects, hazardous substances through inhalation, injection, ingestion and absorption; high noise levels; infectious agents/biological hazards; radiation hazards; smoke; dust; noxious odours and contaminants; and uninstalled and unshielded electrical equipment.

Tasks & Duties of a Firefighter

Typical day-to-day job duties that meet the primary functions of the Firefighter position include:

A. Fire Suppression

- All on-scene fire ground operations are performed while wearing department issued protective personal equipment and may include donning, doffing and regulating a Self-Contained Breathing Apparatus
- Using cumbersome tools (i.e. axes, sledge hammers, etc) to make forcible entries
- Entering smoke filled buildings/rooms with a hose in hand
- Dragging charged hose on stairs and around obstacles (i.e. furniture, walls, etc)
- Extending the hose line to a fire
- Opening a nozzle on a charged hose line
- Operating/holding a charged line in confined spaces/awkward positions
- Monitoring hot spots/preventing flare ups

B. Emergency Response & Initial Scene Assessment

- Accurately receiving and comprehending radio dispatched information



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- Responding to residential, industrial, structural and/or wildland fire emergencies
- Responding to rescues/requests for assistance/reports of smoke
- Responding to electrical hazards/potential sites of ignition
- Safety driving/riding in firefighting/emergency apparatus in response mode
- Identifying on-scene hazards and seeking the source of fire
- Advising commanding officers of on-scene fire conditions and hazards
- Assisting the emergency scene and determining if assistance from additional fire personnel, law enforcement, medical examiner and/or utility personnel is required
- Determining the stability of supporting surfaces
- Determining the safest route for extricating/evacuating victims
- Following radio response protocols including exchanging information with other crew members, dispatchers and commanding officers at the scene
- Shutting off utility services to building

C. Hose Handling

- Calculating building height in metres from its floors
- Determining water stream required to reach the fire
- Calculating liters or gallons per minute out of a particular size hose
- Determining the number of lines needed to extinguish the fire
- Wrapping hose around a hydrant to stretch it out and ensure it reaches the port
- Removing the hydrant cap with a wrench
- Coupling a hose connection to the hydrant
- Coupling and uncoupling hose connections
- Dragging/extending accordion folded or flat load, uncharged
- Opening hydrant to charge fire hose
- Dragging/holding a charged hose unassisted and opening the nozzle
- Applying a hose clamp to a charged/uncharged hose

D. Pump Operations

- Calculating, achieving and maintaining correct water pressure for hose lines
- Operating foam dispensing equipment
- Inspecting and maintaining fire apparatus during emergency and non-emergency operations by checking gauges and preventing freeze up

E. Primary Search

- Verbally communicating while wearing personal protective equipment such as a face piece and Self-Contained Breathing Apparatus
- Crawling on floors with limited visibility, feeling around for the heat of the fire source
- Systematically searching for victims including missing firefighters
- Extricating trapped conscious/unconscious victims
- Dragging/carrying/removing conscious/unconscious victims from danger source
- Unassisted, dragging/carrying conscious/unconscious victims down stairs/out of buildings



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- Unassisted, carrying conscious/unconscious victims down ladders

F. Fire Ground Operations

- Calculating building heights in meters to allow for proper deployment of ground and aerial ladders
- Being aware of electrical lines/hazards when positioning fire apparatus, ladders, etc.
- Setting up Aerial Apparatus jacks/out-riggers and placing chocks
- Operating the ladder pipe from Aerial platform and positioning/raising ladder
- Removing extension ladder from apparatus and placing in position
- Butting ladder, raising halyard to desired length and then positioning the ladder by lowering it into its objective
- Climbing Aerial Apparatus and/or ground ladders
- While on a ladder or from other heights (i.e. rooftops), directing hose/nozzle at fire
- Removing from apparatus and transporting/placing heavy equipment into operation (i.e. positive pressure fans, generators, ladders, tools etc)
- Hoisting equipment to upper levels with a rope
- Carrying heavy equipment up stairs
- Determining when to open roofs, walls and doors
- Making openings for ventilation using hydraulic/power/hand-tools
- After a fire is extinguished, checking for smoldering fire inside walls and ceiling
- Lowering ladders and re-bedding them onto apparatus
- Reloading wet hose back onto apparatus

G. Salvage & Overhaul

- Securing/preserving evidence at fire scene
- Stabilizing walls/roofs
- Moving furniture/valuables and protecting them with salvage covers
- Creating dikes for channeling water out of building
- Removing burned and charred waste

H. Pre-hospital Care

- On-scene pre-hospital care is performed while wearing department issued protective personal equipment
- Using Blood Pressure cuffs, Pulse Oximeters and Glucometers
- Pain management with Entonox
- Setting up Intravenous drips for Paramedics
- Accurately receiving/comprehending radio dispatched information
- Removing from apparatus and carrying to scene heavy trauma equipment
- Donning additional personal protective equipment (i.e. gloves, masks, eye protection, etc)
- Assessing patient condition and providing initial medical care
- Managing hysterical/agitated/unstable patients requiring medical attention
- Applying resuscitation measures as necessary
- Performing COT or other appropriate cardiac emergency procedures



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- Setting up and operating an Automatic External Defibrillator
- Administering oxygen
- Controlling bleeding/immobilizing fractures/bandaging wounds
- Treating shock
- Assisting in childbirth
- Gathering information from a patient or family regarding the patient's medical history
- Providing concise/complete information to paramedics regarding status of patient(s)
- Assisting paramedics with continued care of the patient
- Preparing and transferring a patient to an emergency vehicle

I. Vehicle Extrication

- Vehicle extrication is performed while wearing department issued protective personal equipment, which may include donning, doffing and regulating Self-Contained Breathing Apparatus
- Controlling the accident scene to protect self, crew, victims, witnesses, etc
- Directing traffic around accident scene
- Stabilizing vehicles using cribbing and other necessary tools
- Removing apparatus, carrying, starting and operating heavy/hydraulic equipment to extricate trapped victims
- Safely freeing/removing persons from entrapments
- Preserving evidence at the scene
- Sweeping up/picking up glass, debris and hazardous material spills

J. Fire Hall

- Maintaining physical and mental abilities "fit-for-duty"
- Reporting for duty early to maintain a crew accountability system
- Presenting a clean/neat personal appearance to maintain proper deportment
- Maintaining positive and harmonious working relationships with crew members
- Removing used equipment from apparatus after calls for cleaning/drying
- Removing hoses from hose tower and storing them
- Preparing the emergency vehicles for the next response, including decontaminating and disinfecting unit and equipment, restocking supplies, inspecting equipment and making arrangements for necessary repairs and replacement
- Performing facility repairs or requesting maintenance calls
- Storing fire equipment and supplies
- Replenishing fire halls supplies when needed
- Maintaining an inventory of tools and equipment
- Thoroughly inspecting, cleaning, polishing and maintaining apparatus, tools, equipment and personal protective equipment
- Inspecting, servicing and performing tests of personal protective equipment including Self-Contained Breathing Apparatus
- Performing equipment overhaul operations
- Performing regular service tests on all apparatus



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- Participating in ongoing training drills to further develop and maintain proficiency
- Maintaining a neat and clean working/living environment at the fire hall
- Answering routine phone calls in the fire hall
- Conducting fire hall tours

K. Fire Prevention & Inspections

- Inspecting commercial buildings for fire hazards
- Inspecting multi-residential complexes for fire hazards, dangers or violations
- Determining and accurately documenting fire code violations
- Checking operation of exit lights, emergency lights and fire extinguishers

L. Administration

- Filing out Patient Care Reports (PCR) and completing other administrative forms
- Data entry and completing computerized incident reports
- Writing building fire inspection reports
- Completing in-station training materials and following departmental directions

M. Training & Drills

Review training materials to learn and have a working knowledge of:

- Fire behavior and various causes of fire
- How to successfully attack a fire
- Building construction to predict fire reaction
- Forcible entry into buildings
- Ventilation methods to aid in extinguishing fires
- Appropriate fire streams given factors that can affect flow of water through air
- Water supply systems
- Hydraulics and pump operation
- Practicing and performing evolutions
- Caring for hoses, hose lays and hose use
- The characteristics of and proper use of ladders
- Various methods of rescue
- Ropes and knots to accomplish rescues, stabilize vehicles and haul tools
- Extricating victims from vehicles
- Principles of shoring trenches, hydraulics and weights/gravity
- Technical High Angle Rope Rescue techniques
- Confined Space techniques
- Computers and computer programs
- Salvage and Overhaul
- Fire alarms and automatic sprinkler systems
- Hazardous materials and techniques
- The most direct routes to various addresses in a response area
- The locations of streets, water mains and hydrants in a response area



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- Fire Rescue Service operational guidelines
- Other learning as required

N. Promoting Positive Public Relations

- Using tact and diplomacy when dealing with all citizens
- Treating citizens, co-workers and members of mutual aid agencies respectfully and with dignity and professionalism regardless of race, creed, gender or beliefs
- Interacting and working successfully with citizens and any outside agencies
- Providing fire education programs to the public
- Making public education appearances
- Conducting demonstrations at community events
- Volunteering time and/or participating in fundraisers for charitable work



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Frequently Asked Questions

- 1. If I've only partially completed or just registered for a required licence or certification, can I still apply?**

All required qualifications must be met at the time you submit your application, except for the EMR licence and/or Class 3 driver's licence. Please refer to the Required Qualifications section of the Firefighter Application Guide.

- 2. Can I update my qualifications after I submit my application?**

No, please contact Human Resources at employment@delta.ca if you require updates to your application.

- 3. Do I need to attach all of my supporting documentation when I submit my online application?**

Yes, please refer to the *Document Submission Instructions* page in the Firefighter Application Guide for a list of all required documentation and how to upload them to our online system.

- 4. Do you accept out of province applicants?**

Yes. However, be aware that if you progress in the recruitment process you will be required to travel to Delta on many separate occasions to participate in the recruitment testing, sometimes with short notice.

- 5. If I have a college diploma or university degree do I still need to submit my high school transcript?**

Yes, you are required to submit your high school transcript (*not* your high school diploma).

- 6. I do not have a copy of my high school transcript (or equivalency). What will you accept as a suitable replacement?**

You will need to contact your previous high school to obtain a copy of an official school transcript providing that it clearly indicates you have met the Grade 12 requirements.

- 7. Do I need to have a valid Class 3 Driver's License at the time of application?**

No, but you will be required to have a valid Class 3 Driver's Licence (or higher, such as Class 1) with an air brake endorsement by Stage 3 (interview stage).



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8. I do not live in British Columbia. How can I determine if my driver's licence and/or demerit points meet your driver's licence qualifications?

Please contact the Insurance Corporation of British Columbia (ICBC) at 1.800.950.1498 or visit their website <http://www.icbc.com/driver-licensing/types-s> to obtain information on Driver's Licence equivalency. Out of province applicants are required to provide a copy of their Driver's Abstract from their jurisdiction of residence.

As a condition of employment, successful candidates will be required to transfer their current Driver's Licence to a valid BC Driver's Licence prior to their hire date.

9. If I am from out of province, can I apply with a Canadian Red Cross Emergency Medical Responder (EMR) certification?

No, the Canadian Red Cross EMR certification is not equivalent to the BC Emergency Medical Responder (EMR) licence and does not meet the requirement. Applicants must hold a valid BC EMR licence issued by the BC EMA Licensing Branch. Please refer to the Required Qualifications section of the Firefighter Application Guide.

10. Does Delta Fire & Emergency Services prefer a candidate receive their NFPA Levels 1 and 2 training from a particular fire academy?

No, we do not favour one academy over another. All candidates must ensure that the academy they attend is IFSAC and/or ProBoard accredited.

11. Are there any additional courses, advanced training, or experience that Delta recommends to become a stronger candidate?

Please refer to the Preferred Qualifications section of the Firefighter Application Guide for information on recommended courses, training, and experience that can strengthen your application.

12. How can I determine if I have a medical condition as it relates to the job of firefighter? If I have a specific question relating to medical suitability how do I get it answered?

Please refer to the National Fire Protection Association Standard on Comprehensive Occupational Medical Program for Fire Departments (NFPA 1582, Chapter 6). Our medical requirements are taken directly from these criteria.

If you have a specific question pertaining to one of these criteria that you are unsure of after reviewing the document, consult your family doctor or specialist. Delta Fire & Emergency Services is not able to provide you with answers to specific medical questions.



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13. How many firefighters does Delta Fire & Emergency Services plan to hire?

The number of firefighters hired varies from year to year. The purpose of the recruitment intake is to fill any immediate vacancies and to establish an eligibility list for the upcoming year.

14. Will I be notified as to the status of my application? How often should I expect to hear from recruitment personnel?

Due to the large volume of applications, only short listed candidates will be contacted regarding advancement to the next stage. It is important to check your email inbox and your telephone messages/voicemail regularly.

15. If I am unable to make the scheduled date for the written test, can I schedule another time?

No. Unfortunately, the recruitment schedule cannot accommodate more than one session for the written test.

16. What do I need to bring with me to my interview?

When your interview is scheduled, we will provide you with instructions on what to bring. This may include identification, certifications or other documents. The interview is your opportunity to present yourself professionally, so come well-prepared and ready to share your experience and qualifications and why you are a strong candidate for Delta Fire & Emergency Services.

17. Can I visit a fire hall or participate in a ride along to learn more about the firefighter role?

No, hall visits and ride alongs are only offered by invitation during the recruitment process.