

TOWN  OF
ERIN



Fire and Emergency Services
Fire Fighter Recruitment Application
Information 2025

Application Deadline: April 25, 2025 at 4:30 PM

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A Message from the Recruitment Team

Thank you for your interest in becoming a Volunteer Firefighter with the Town of Erin Fire and Emergency Services.

The fire service is one of the most diverse and challenging professions today. This diversity is coupled with unique demands: skills may be needed without notice, at any time of day, seven days a week, in any kind of weather, and under potentially stressful and emotional circumstances. These factors contribute to making our profession both incredibly rewarding and demanding.

The Town of Erin is committed to hiring the most suitable firefighters for our department. Our recruitment team is dedicated to selecting the most competent and qualified individuals who will enhance our current level of service.

This work is not for everyone. More than a desire to help people is required. You need:

- Courage
- Dedication
- Assertiveness
- Willingness to learn new skills
- Ability to face challenging situations

Our service calls on members to perform strenuous work in adverse and often hazardous environments, with little to no warning.

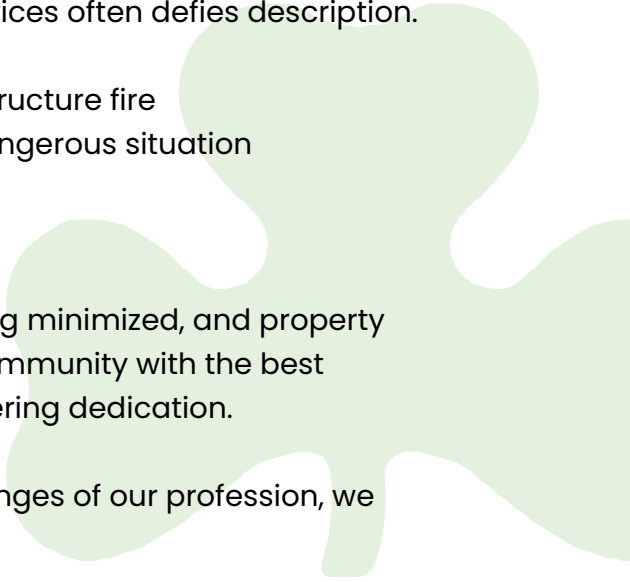
The personal satisfaction from fire and emergency services often defies description.

You'll experience:

- A sense of accomplishment after controlling a structure fire
- Pride and joy when rescuing someone from a dangerous situation
- Compassion for accident victims
- Fulfillment from community education events

Our bottom line is measured by the lives saved, suffering minimized, and property damage prevented. We are prepared to provide the community with the best possible service through extensive training and unwavering dedication.

If you believe you have what it takes to meet the challenges of our profession, we welcome you to join our team.



Factors to Consider Before Applying

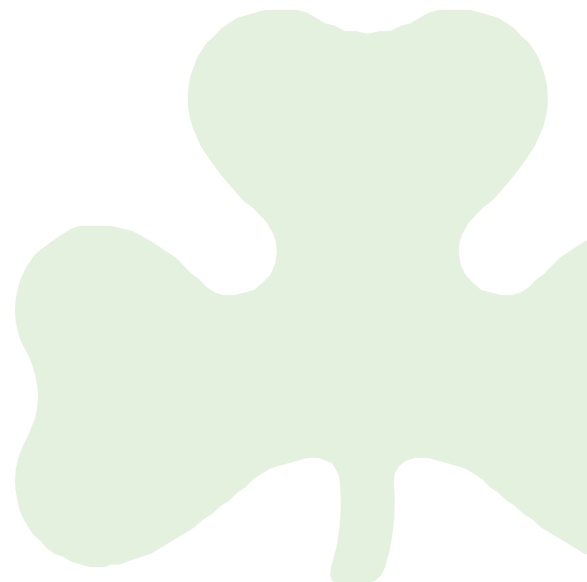
Before deciding to challenge yourself as a Town of Erin Firefighter, carefully learn about the job. The recruitment team selects individuals whose personal values align with our Fire and Emergency Services, including:

- Pride
- Professionalism
- Respect
- Teamwork

Self-Assessment Checklist:

1. Are you a resident of the Town of Erin or do you live within 6 km of a fire station?
2. Do you meet the minimum qualifications?
3. Can you:
 - Work for extended periods under arduous conditions
 - Perform in extreme temperatures with little to no notice
 - Professionally handle distressed or disruptive members of the public
 - Commit to being a reliable team member
 - Challenge yourself to lifelong learning
 - Dedicate time to in-house and home study training
 - Respond to emergency calls

Important Note: Successful completion of assessment tests does not guarantee a job offer.



Benefits of Firefighting

Certifications Provided

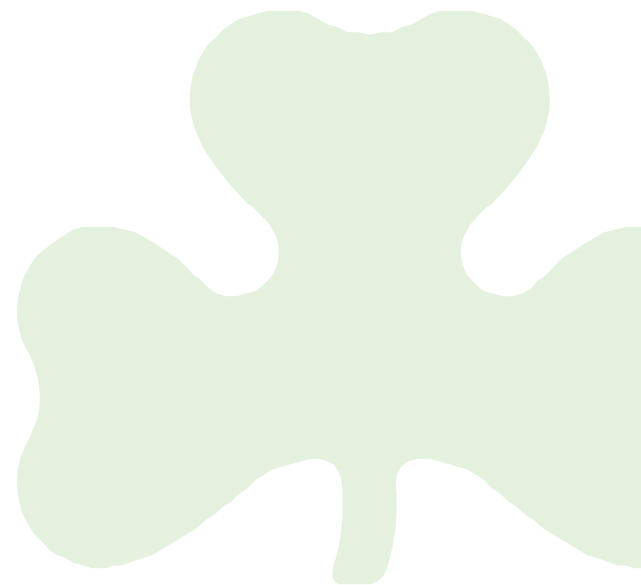
Successful candidates will receive:

- National Fire Protection Association (NFPA) Certification
 - NFPA 1001 Firefighter Level I and Level II
- Canadian Red Cross First Responder Certification
- Defibrillation Certification
- DZ Licensing

Professional and Personal Rewards

- Strong camaraderie within the fire service and station
- Opportunity to develop lifelong friendships
- Highly trained and motivated team environment
- Skilled emergency scene management
- Challenging and compassionate work
- Significant personal satisfaction

Our firefighters are more than emergency responders—they are dedicated community professionals committed to serving and protecting others.



Minimum Requirements for Volunteer Firefighter Candidates

Personal Traits

A successful candidate will demonstrate:

Community and Personal Characteristics

- Active community involvement
- Commitment to physical and mental fitness as a lifestyle
- Strong interpersonal and communication skills
- Ability to interact effectively with staff and the public

Professional Qualities

- Treat all individuals with respect and dignity, regardless of:
 - Race
 - Gender
 - Beliefs
 - Social status
- Maintain professionalism both on and off the job
- Ability to:
 - Continue tasks during emotionally challenging situations
 - Maintain strict confidentiality
 - Exercise discretion and tact
 - Manage high-stress environments with composure

Vaccination Requirements

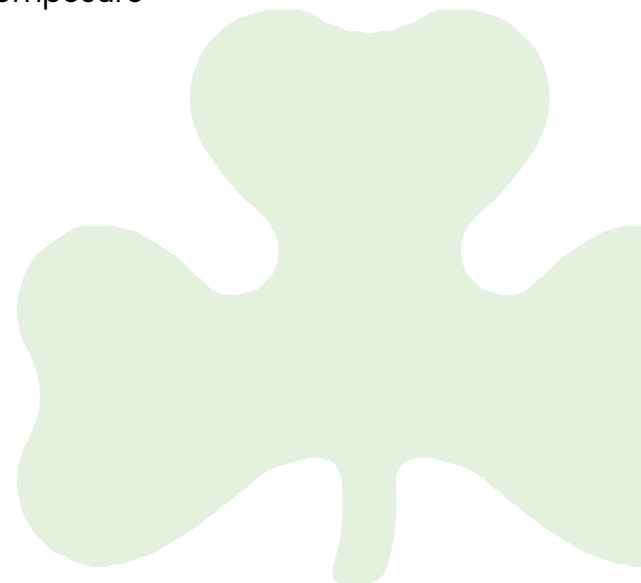
Mandatory Vaccinations

Successful candidates must provide proof of:

- Hepatitis B (fully covered by Fire Department)
- Tetanus
- Diphtheria

Recommended Vaccinations

- Mumps
- Rubella
- Measles



Education and Licensing

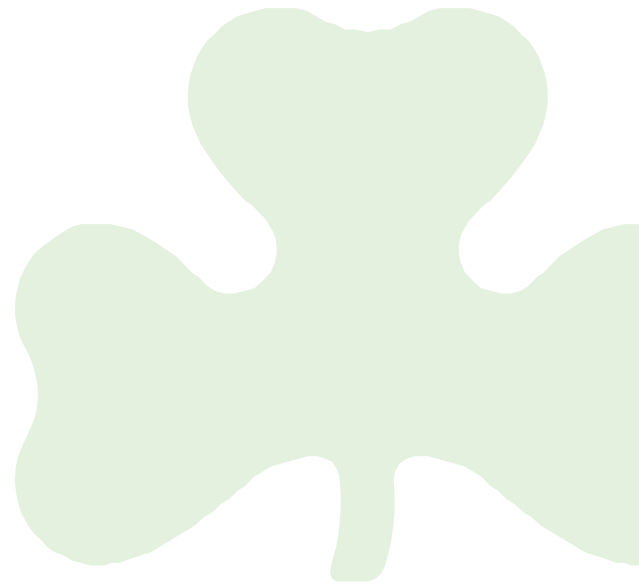
Minimum Requirements

- Class G driver's license

Preferred Qualifications

- Post-secondary education
- Standard First Aid certification
- CPR certification
- Valid Class D Ontario Driver's License with Z endorsement

Note: Additional certifications and education will strengthen your application



Volunteer Firefighter Application Process

Application Submission

- Visit www.Erin.ca to download application forms
- Submission options:
 - Online submission
 - Print and hand in at Town of Erin office during office hours Monday – Friday, 8:30 AM – 4:30 PM

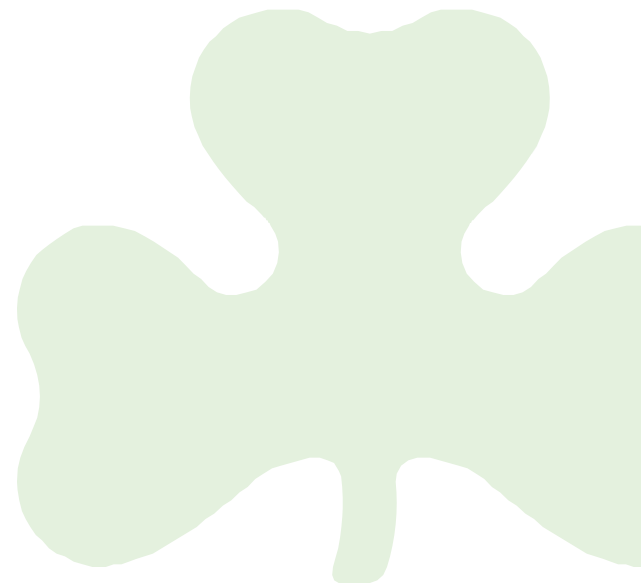
Application Deadline: April 25, 2025 at 4:30 PM

Orientation Night

- Date: Wednesday, April 16, 2025
- Time: 7:00 PM
- Location: Station 50 – Hillsburgh

Orientation Highlights

- Application form availability
- Opportunity to meet Town of Erin Firefighters
- Department tour and apparatus viewing
- Information sessions covering:
 - Application process
 - Recruit training course
 - Probationary process
 - Department overview



Recruit Assessment Stages

1. Aptitude Test

- Comprehensive evaluation
- Covers skills and knowledge critical to volunteer firefighting

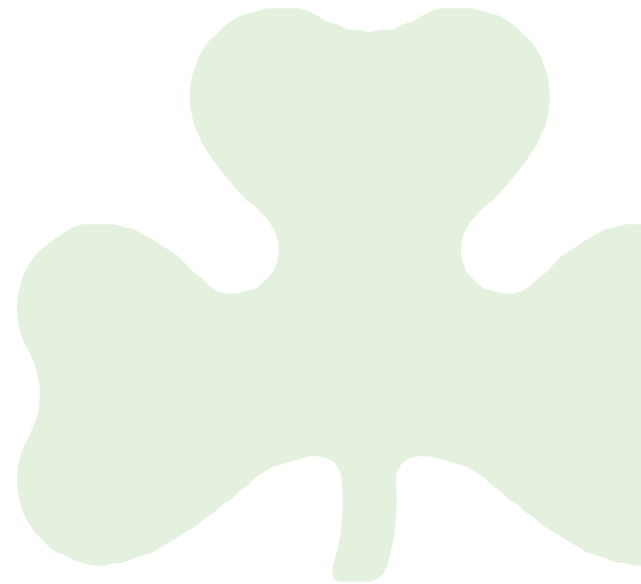
2. Fitness Test

- Firefighting-specific skill-related tasks
- Assesses physical capabilities required for emergency response

3. Formal Interview

- Conducted by Department Officers
- Opportunity to discuss qualifications and motivation

Note: Successful completion of all stages does not guarantee employment



Formal Interview Documentation Checklist

Required Documents to Bring

Qualifications Verification

- Original documents or photocopies of:
 - Certificates
 - Diplomas
 - Professional licenses
 - Other relevant qualifications

Reference Documentation

- Employment references (minimum of three)
- Character references (minimum of three)
 - Include contact information and relationship
 - If not already included in application package

Driving and Legal Documentation

- Driver's abstract with no more than 3 points accumulated
- Criminal Record Search conducted by Rockwood OPP Detachment

Medical Clearance

Physician's Medical Certificate

- Required as part of the hiring process
- Must confirm candidate's ability to perform all expected firefighter duties
- Considered a condition of employment

Important Recommendations

- Schedule doctor's appointment immediately
- Be aware that obtaining medical appointments can take significant time
- Medical certificate must be completed before final employment consideration

Note: Incomplete documentation may delay or disqualify your application



Application Review and Verification Process

Reference and Application Verification

Comprehensive Review

The recruitment team will:

- Conduct thorough reference checks
- Review your complete application package
- Verify provided information

Reference Contact

- A recruitment team member will contact:
 - Employment references
 - Character references

Applicant Responsibilities

You are responsible for ensuring:

- Reference contact information is accurate
- Reference details are current
- References are prepared and available for contact

Final Selection

Job Offer Decision

- The recruitment team holds sole discretion for job offers
- Final selection will be based on:
 - Application completeness
 - Reference feedback
 - Overall candidate suitability
 - Meeting department requirements

Note: Meeting all requirements does not guarantee a job offer



Probationary Period Overview

All new hires are on probation for two years from the date of hire

Certification Requirements

Probationary firefighters must successfully complete:

1. Certification Exams

- NFPA 1001 Firefighter 1 & 2 Exam (Component One)
 - Can be challenged up to three times
 - Failure after three attempts may result in termination

2. Licensing

- DZ License
 - Must be obtained within two years
 - Fire department will provide licensing support for successful applicants

3. Medical/Emergency Response Certifications

- Canadian Red Cross In-House First Responder Course
- Public Access Defibrillation (PAD) Program
 - Can be challenged up to three times each

Important Notes

- Fire Chief retains sole discretion to modify the probationary period
- Successful completion of all requirements is mandatory for continued employment

Note: Three unsuccessful attempts at any required certification may result in termination of probationary status

