

**The Corporation of the Township of  
South Glengarry**



**Fire Service**

**D'incendie**

**Volunteer Fire Fighter**

**Recruitment**

The Corporation of the Township of South Glengarry will be accepting applications for Recruitment within the Fire Service.

We would like to Welcome you to the Volunteer Fire Fighter Recruitment Process. The South Glengarry Fire Service and the Human Resources Department provide you with this hand book to inform you about the process; and your responsibilities as a candidate. “Thank you for your interest and best wishes on your endeavour to become a Volunteer Fire Fighter”.

The South Glengarry Fire Service is a rural operation, comprised of approximately 125 volunteer fire fighters whose territory covers roughly 296,000 acres/or 605 sq. kms and serves a population of approximately 12,307 residents. There are a total of five (5) stations that services the area: Station 1 – Glen Walter, Station 2 – Martintown, Station 3 – Williamstown, Station 4 – Lancaster and Station 5 – North Lancaster. Each station is equipped with one pumper, one tanker and one rescue with the exception of Station 3 – Williamstown. Presently, they are not equipped with a rescue unit.

To be considered a candidate for a Volunteer Fire Fighter, applicants must live within the District that they are applying and have the capability of responding within a reasonable time of the pager being activated while adhering to all sections of the Highway Traffic Act.

Being a fire fighter requires a significant commitment from candidates and their families.

Training is an essential part of being an effective fire fighter. In addition to undergoing a fire fighter recruitment training course, each member is expected to attend 4 to 8 hours of training a month once on the job. As well, there are numerous specialty courses held at various times a year.

In addition to emergency response, volunteer fire fighters also participate in Fire Prevention, Public Education and fund raising activities.

A fire fighter’s primary goal is to protect lives and to save property. This requires them to respond to calls for emergency assistance, which may include fires, medical emergencies, motor vehicle accident, shore base water rescue and hazardous material incidents 24 hours a day, 7 days a week.



## **Criteria for Eligibility**

- Must be at least 18 years of age.
- Be legally entitled to work in Canada
- Be in good physical condition.
- Have a minimum of Grade 12 education or proven equivalent.
- Must live within the District that you are applying.
- Possess a valid class “G” driver’s licence and be willing to obtain a “DZ” endorsement (air brake) within the probationary period.
- Must submit a Township of South Glengarry Fire Fighter application form to the District Deputy Chief or Township Office.
- Applicant must pass a written aptitude test as approved by the Fire Chief (a pass is 70%). This test will measure an applicant’s abilities in understanding instructions, mechanical aptitudes, judgment, reasoning and reading.
- It is recommended that you purchase and read the Barron’s Fire Fighter Exams Book, 5<sup>th</sup> Edition by James J. Murtagh – ISBN 0-7641-2405-6
- Candidates must pass the written aptitude test in order to advance to the agility test.
- Applicants must pass an agility test to determine their physical ability to carry out the duties of a fire fighter i.e.: strength, agility, endurance, coordination, etc. (waiver form to be signed – for agility test).
- Applicant shall be interviewed by such officers of the department as selected by the Fire Chief.

## **As a condition of employment, the successful applicant:**

- Shall be certified to be in good physical condition by a medical doctor.
- Must submit a current police check.
- Must supply a current driver’s abstract.
- All members must attend a minimum of 40% of all fire calls in a year and 70% of training sessions in a year.
- Beards and sideburns will not be allowed at any time as a fire fighter.
- Members will not respond to incidents or the fire station under the influence of drugs or alcohol.
- New recruits will serve a one year probation period.
- Applicants will be short listed and all applicants will be notified.
- The cost for the police check and driver’s abstract will be reimbursed to all successful candidates.



## **Physical Agility Test**

### **Instruction to Candidate**

During the selection process for volunteer fire fighters, candidates will be required to take part in a physical agility test. During this test, several different tasks will be attempted.

These tasks include:

1. a ladder climb to a height of 24'.
2. self contained breathing apparatus with a duration of approximately 15 minutes.
3.  $\frac{3}{4}$  kilometer run.
4. 2 person ladder lift using a 24' ladder.
5. hose drag a distance of 150'.
6. agility course.

Prior to undertaking the agility test, the candidate shall sign a Consent Waiver and Release Form releasing the Township of South Glengarry from any responsibility in the event of personal injury leading up to, during and subsequent to taking the agility test.

It is suggested that appropriate clothing be worn for these types of activities keeping in mind weather conditions.

Suggested clothing would be T-shirt, shorts, track pants and running shoes. Candidates shall pass the 6 tasks as set out in the physical agility test in order to advance to the interview.

### **Successful applicants may be classified as Auxiliary Members.**

- An auxiliary member will not be permitted to participate in any activity during an incident.
- An auxiliary member is a non paid position.
- An opening must become available before an auxiliary member can advance to active duty.
- Advancing to active duty is not automatic. The applicant will be subject to a performance appraisal and an interview by Deputy Chief and other Officers.
- Auxiliary members are encouraged to attend training sessions and are welcome to attend meetings and related business.
- An auxiliary member will be issued proper clothing while performing duties at the Fire Station.



