



South Pigeon Lake Fire Department

Application Package

MESSAGE FROM THE CHIEF

Thank you for your interest in becoming a Paid-On-Call firefighter with South Pigeon Lake Fire Department (SPLFD).

SPLFD is committed to recruiting talented and motivated individuals, who fit the inclusive culture of the organization, possess a high level of integrity and want to serve our diverse community.

The citizens of Wetaskiwin County put their trust in SPLFD, and it is imperative that our firefighters have a strong commitment to professionalism, both on and off duty.

SPLFD strives to recruit those who emulate the characteristics reflected in our mission statement of “protect lives, property, and the environment by providing coordinated, competent, and cost effective emergency response and life safety services to our defined service level.”

Paid-On-Call firefighters devote their time and energy to SPLFD while maintaining their family and work commitments. They strive to become role models that will develop into leaders within SPLFD organization and the community. It is notable that numerous of our applicants have been able to move on and obtain full time, well paid careers with the training they have received in our programs.

SPLFD selects applicants who demonstrate natural leadership skills and strive for excellence in their daily activities through personal accountability and their ability to lead by example.

The role of a Paid-On-Call firefighter is not a fit for everyone. There are pressures, risks and sacrifices that must be made that separate this job from many others. Just a desire to be a firefighter does not suggest an ideal fit for the role. The self-evaluation questionnaire in this manual will provide you with a better understanding of what the job entails and whether it is a good fit for you.

Preparation combined with a positive and respectful attitude is essential to your future success as a firefighter.

Wayne Benson
SPLFD Fire Chief



INTRODUCTION

Paid-On-Call (POC) firefighters play a key role in the delivery of emergency services to the public. POC firefighters respond to fires, rescues, medical aid, hazardous materials, and a host of other calls. SPLFD firefighters respond to an average of over 100 incidents annually and are trained to internationally recognized standards (NFPA). Apart from direct support to emergency operations, our POCs contribute countless hours of time in support of our communities.

You must be physically and mentally prepared to begin the rigorous and challenging training program. During this process you will be assessed on your abilities, attitude, and demeanor.

SPLFD training is designed to give firefighters the knowledge and skills to cope with a variety of environments they will face. Our training includes in-class theory, practical, and hands-on training in simulated training environments.

OUR SERVICE

SPLFD responds to calls for service including, but not limited too:

motor vehicle incidents, ice/water rescues, powerline incidents, fire investigations, odor complaints, carbon monoxide, citizens assists, structure fires, outside fires, vehicle fires, oil and gas incidents, medical co-response, medical first response, and incidents classified as others.

THINGS TO CONSIDER BEFORE APPLYING

Ethical behavior, accountability, taking responsibility and ownership for your actions is vital to success. Consider your exposure to having to deal with tragic outcomes in which you may know the victim. Mental health for our firefighters is as important as physical health.

APPLICATION PROCESS AND TIMELINE

Step 1: Station tour/ Information session (optional, but recommended)	March 23rd, 2024
Step 2: Application and submission of documents	March 15th - 31st, 2024
Step 3: Panel Interview	April 1st - 12th, 2024
Step 4: Physical Testing In Station	April 15th - 22nd, 2024
Step 5: Weekend ELF (Entry Level Firefighting) Program	April 26th - 27th - 28th, 2024
Step 6: Job offer/ Join members in regular trainings and calls	April 30th, 2024



SELF-EVALUATION QUESTIONNAIRE

Use these questions to help you decide if becoming a SPLFD firefighter is a good fit for you:

- Joining the department is a huge time commitment, including mandatory training on weekends and evenings, emergency calls at any time that can last anywhere from 1 hour to 24 hours. *Do you have the time and drive to commit to that?*
- Why do you want to become a member of the fire service?
- Are you prepared to face dangerous situations?
- Are the people who care about you supportive of your decision to go forward as a firefighter?
- Are you aware that as a firefighter you may have to work outside and inside in varying and often extreme temperatures? Ex. in -40 or +30 temperatures?
- How well do you deal with differences of opinions? How does your style contribute to or remedy conflicts?
- How much do you know about the fire service?
- What are your core values? Are they aligned with SPLFD and Wetaskiwin County?
- What are your goals? How does this role fit with your goals?

FIREFIGHTER BENEFITS AND WORKING CONDITIONS

HOURS OF WORK

Members meet weekly on Tuesdays from 7:30-9:30 pm to learn and practice various skills and techniques. (Minimum one per month)

Extra Training courses on evenings or weekends as required or offered.

Varied call hours of emergency events .

TRAINING WE PROVIDE

Firefighters are trained to NFPA 1001 Level I through our internal training program.

First aid is provided to you by the department, as well as other courses put on through other agencies as they come available.

MINIMUM FIREFIGHTER QUALIFICATIONS

You must be:

- At least 18 years of age on the date of your application.
- Eligible for employment in Canada (you must be a Canadian citizen, a holder of a permanent resident card or a landed immigrant card).



- Live in the County of Wetaskiwin, within the south pigeon lake fire response area. (area map found on our website, www.splfireandrescue.com)
- Class 5 driver's license with own transportation
- Minimum attendance of 1 training night a month/ attend calls when available
- The following documents can be submitted with application form, or must be submitted prior to the ELF program.
 - ☐ Criminal Record check/ Vulnerable Sector Check
 - ☐ Drivers Abstract (fewer than six (6) demerit points in last 3 years and no current suspensions or driving prohibitions)
 - ☐ Physical evaluation by Doctor

If you are willing to learn a ton, have a lot of fun, experience variable situations in a team environment, and engage in numerous community events, we would be very happy to discuss any questions you may have, and we invite you to check us out. We would be very happy to meet you. Thank you for considering the South Pigeon Lake Fire Department, and we hope to hear from you. Feel free to discuss this process with any active member or utilize the contacts below to answer any questions.

Please email/hand in your resume (including two references), and this document to the emails listed below or to any active member.

Applicant Name: _____ Date: _____

Applicant Signature: _____ Contact Number: _____

Assistant Chief/Human Resources: Shawn Moffitt shawn.moffittsplfd@gmail.com

Captain: Austin Cummings austin.cummingsplfd@gmail.com