



POSITION DESCRIPTION

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|----------------------------|---------------------------------------|
| POSITION TITLE: | Volunteer Firefighter (paid per call) |
| GENERAL SUPERVISOR: | Interim Fire Chief |
| EMPLOYEE GROUP: | Non-Union |
| PREPARED BY: | Human Resources |

POSITION SUMMARY:

Join Our Team. Serve Your Community.

Fort Frances Fire & Rescue Service is seeking dedicated individuals to join our team as Volunteer/paid per call Firefighters. This is a unique opportunity to make a meaningful impact, gain professional training, and serve your community in times of need.

Volunteer Firefighters play a vital role in protecting lives and property. They respond to fires, motor vehicle collisions, alarm calls, rescue operations, Hazmat and other public safety incidents. Core responsibilities include:

- Deploying and advancing hose lines to control and extinguish fires
- Carrying and positioning ladders, performing ventilation, salvage, and overhaul operations
- Assisting with rehab operations
- Entering hazardous environments to conduct rescues and provide emergency first aid
- Cleaning fire apparatus and maintaining firefighting equipment after calls to ensure readiness
- Participating in ongoing training and community fire safety education initiatives

DIRECTION RECEIVED:

The incumbent works within established rules, practices, and operational guidelines. The incumbent reports to the Division Captain / Fire Chief.

DIRECTION OF OTHERS:

None

MINIMUM REQUIREMENTS:

- Age & Residency: 18+ years old; reside in or near Fort Frances
- Education: Ontario Secondary School Diploma (or equivalent)
- Driver's Licence: Valid Ontario Class G; clean record
- Medical & Background: Vulnerable Sector Check, medical clearance (NFPA 1582 standards), hearing and vision standards
- Other: Ability to meet physical and psychological demands; clear communication in English

Asset:

- CPR and First Aid Certification

COMPENSATION STRUCTURE: (2026 rates)

| Level | Hourly Rate |
|------------------------|-------------|
| Probationary Volunteer | \$ 19.96 |
| Level 1 | \$ 22.81 |
| Level 2 | \$ 26.65 |
| Level 3 | \$ 28.51 |

- Probationary Volunteers will receive an hourly rate of \$19.96 This entry-level classification applies to new volunteer firefighters.
- Level 1 Volunteers will receive an hourly rate of \$22.81. This classification applies to volunteers who have completed at least one year of service and accumulated 100 hours of documented training.
- Level 2 Volunteers will receive an hourly rate of \$26.65. This classification applies to volunteers who have completed at least one year of service as a Level 1 volunteer and accumulated an additional 100 hours of documented training. Volunteers at this level must also hold NFPA 1001 Firefighter Level 1 certification.
- Level 3 Volunteers will receive an hourly rate of \$28.51. This classification applies to volunteers who have completed at least one year of service as a Level 2 volunteer and accumulated an additional 100 hours of documented training. Volunteers at this level must also hold NFPA 1001 Firefighter Level 2 certification.

RECRUITMENT PROCESS:

1. Open House & Info Session: January 2026 (6:00 PM – 8:00 PM)
2. Application Deadline: January 2026
3. Assessment Day: Written aptitude test, physical agility and fitness evaluation, acrophobia/claustrophobia assessment
4. Panel Interview: Assess motivation, communication, and teamwork
5. Conditional Offer: Subject to medical and background checks and / maintenance.

TRAINING AND CERTIFICATION:

- Initial Recruit Training Block (24 hours)
- NFPA 1001 Level I & II and NFPA 1072 Hazmat Operations
- Ongoing biweekly practices and periodic full-day sessions
- All training costs covered by the department

CONDITIONS OF EMPLOYMENT

- Attend at least 60% of emergency calls and 70% of scheduled annual maintenance training (or make-up sessions).
- Maintain physical fitness and medical standards.
- Employment conditional upon Vulnerable Sector Check and Driver's Abstract.
- Volunteers are responsible for maintaining insurance coverage on their personal vehicles when attending emergency sites.