

Fire Captain (Career) – Internal Candidates Only

Application Deadline: April 18, 2022 (Interviews due to take place April 20/21)

Summary:

The Village of Pemberton Fire Rescue Department is in search of a highly skilled and energetic individual for the permanent position of Fire Captain. The Captain position will work with management to achieve an efficient and effective operation of the Fire Department entailing the overseeing of paid-on-call personnel, apparatus / equipment, and fire hall. Fire Services supports a safe community and enhances the quality of life for the citizens by responding to emergencies to help minimize injuries and loss of life or damage to property. Fire Services also helps to prevent fires and other emergencies through public education and inspections to ensure properties meet fire regulations and other safety requirements.

Responsibilities:

- Responsible for proper maintenance and security of apparatus equipment, and fire hall in accordance with municipal and departmental policies, and operational guidelines.
- Assist with development and implementation of Pre-incident (pre-fire) planning program.
- Coordinates with the Fire Prevention the completion of assigned fire and safety inspections of occupancies within the Village.
- Conducts public education programs and public relation events as required.
- Conduct preliminary fire investigations as required.
- Conducts training programs for POC Firefighters as directed by the Training officer.
- Supervises volunteer fire fighter in their assigned duties as directed.
- Compiles and files various records and reports as required.
- Monitors and observes departmental activities to ensure that conduct and performance conform to departmental standards.
- Responsible in absents of their Senior Officer(s) on scene, for the administrative and supervisory duties at emergency operations of the department under the directives of the Chief Officers. This entails the command of fire stations, apparatus, equipment and assigned personnel.
- Responds to multiple alarm fire as needed.
- Keeps assigned personnel informed of written orders, directives, operational guidelines & policies.
- Exercise considerable independence of judgment and action in all responsibilities including emergencies under direction, and subject to written and verbal policy, rules, and regulations.
- Participates in committee work (JOHSC) as required
- Always conduct themselves in a professional manner
- Other assigned duties as required.

Required Qualifications:

QUALIFICATIONS / Technical Competencies:

- Minimum of four (4) years of fire service experience
 - i.) Minimum of two (2) years continual service with Pemberton Fire Rescue Department

- ii.) Additional two (2) years fire service experience from another department may be used (documented time with department served)
- Leadership and / or Supervisory skills are required.
- First Responder Certified with AED, and Spinal endorsements.
- Qualified driver/operator
- Competent in use of all tools & equipment
- Fire Fighter Level II
- Current certification of Hazardous Materials Operations or higher certification
- Incident Command 200 or higher certification
 - Obtain a minimum of 3 hours of Incident Command Training per year
- Fire Officer Levels I or higher certification
- Fire Service Instructor Level 1 or higher certification
- Obtain a minimum of 75 percent of training per year through departmental training
- Valid BC Class 5 Driver's License.
- Successful completion of a Criminal Record check.
- Knowledge of fire and public safety education, fire service operation, and emergency management.
- Knowledge of Microsoft and social media application software.
- Able to use information technologies (computers, mobile devices, etc.) including familiarity with presentation development tools, education programs, and social media applications.

Knowledge, Skills, Abilities:

- Extensive knowledge of goals, objectives, mission, vision, and values of the Pemberton Fire Rescue; extensive knowledge of effective techniques and methods to control and manage. Working with people, the public, and groups.
- Extensive knowledge of effective operation of department; policies and procedures, skill in methods and techniques of firefighting, fire suppression and control. Ability to create effective working relationships with members, ability to communicate effectively both verbally and in writing
- Extensive knowledge of apparatus operations with ability to trouble shoot problems. Knowledge of fire pumps and firefighter equipment with the ability to train other in use.
- The ability to understand and resolve interdepartmental relations and or conflicts that may arise.

Behavioral Competencies include but not limited to:

- Inclusiveness
- Analytical Thinking
- Excellent Communication Skills
- Concern for Order and Quality
- Customer Service Orientation
- Listening and Responding
- Self Confidence
- Team Leadership
- Teamwork and Cooperation
- Value Diversity

RELATIONSHIPS/CONTACTS:

- Supervisor's Title: Fire Chief and or Deputy Chief
- This position works with paid on-call (Volunteers), staff, admin assistant, Council, Community groups, Professional organizations, Public/Citizens
- Outside agencies, police, media, insurance etc. and other emergency services as required

WORKING CONDITIONS:

- Must have the strength, stamina & capacity to give and take orders & act upon them, while remaining calm, in a physically demanding environment, where lives & property may be lost.
- Work conditions can vary from day to day and location to location. Adverse weather conditions from time to time. No set hours of response call outs. Weekly training with additional other training opportunities as offered or scheduled.
- Trained for and prepared for all Pemberton Fire Rescue response incidents including Fire Suppression, Wildland Fire Fighting, Technical Rescue, Medical aid, HAZMAT, Auto Extrication, and other Public assists.
- Responds to emergency calls and assumes scene IC when necessary.
- Acts as a PFR Duty Officer (If applicable) and is capable of scene IC management
- Continues to be prepared and fit for operational requirements

Confidentiality is of utmost importance, any violation of it will be looked at as a very serious matter, and disciplinary actions will take place upon investigation.

Position type: Full-Time Permanent

Benefits: BC Municipal Pension Plan - Extended Medical Benefits - Dental Coverage - Vision Benefits - Free Fitness Centre access - Keeping it Active Allowance. Full benefits after completion of 3 months waiting period.

Note: Choice of 7-hour days, 5 days/week, 35-hour week or 9 Day Fortnight

Emergency Operations Responsibilities:

All persons employed by the Village of Pemberton will be required to assist the Village in providing emergency services. Duties assigned during an emergency may differ from regular duties.