

PORT MOODY FIRE RESCUE

Firefighter Application Guide

Prepared by the Port Moody Fire Rescue Division

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Trust, Service, Integrity, and Teamwork



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FIRE CHIEF'S MESSAGE

Port Moody Fire Rescue is committed to providing the highest level of fire and rescue services to protect life and property in the City of Port Moody. Through effective and timely response, fire prevention initiatives, progressive practices, education, and training, Port Moody aspires to be one of the safest communities in Canada.

Port Moody Firefighters contribute to the community both on and off the job. We take pride in our work and our core values, which are ***Trust, Service, Integrity, and Teamwork.***

We adhere to these values in all our interactions with the community and in the way we treat each other, both on and off duty. We seek firefighter candidates who consistently demonstrate these values in their interactions with others.

The recruitment process is challenging, time-consuming, and will require your full commitment. The process will not only provide us with an opportunity to learn about you, but it will also enable you to learn more about the Port Moody Fire Rescue team. We look forward to identifying and hiring some exceptional candidates to join our team.

We would like to wish you the very best as you proceed with the recruitment process!



Darcey O'Riordan
Fire Chief



INTRODUCTION

About Port Moody Fire Rescue

Port Moody Fire Rescue (PMFR) was established in 1913 and is a full-service operations fire department that provides fire protection and emergency medical services to the City of Port Moody. The department consists of 52 career firefighters who operate from two fire stations. The department responds to approximately 1,600 calls per year. The PMFR response plan is an "all hazards" approach based on community risk and response capacity, encompassing fire suppression, medical emergencies, motor vehicle accidents, hazardous materials incidents, technical rescue, marine distress, and public service requests. PMFR also has robust fire prevention, education, and community outreach programs, including the FireSmart initiative. PMFR staff take pride in the fact they will continuously pursue excellence through dedication to the firefighter profession in the delivery of our services. PMFR firefighters are community-minded leaders who are committed to public service, professionalism, teamwork, and respect.

PMFR is committed to building and sustaining an inclusive work environment that supports, respects, and values individuals for their unique identities, experiences, perspectives, talents, and contributions. PMFR firefighters continuously train in various firefighter disciplines, enhancing their knowledge, skills, and abilities to ensure operational awareness and protect the community. There are opportunities throughout the year to volunteer with the Port Moody Firefighters Charitable Society, which is involved in various events supporting the community.

Mission Statement

Port Moody Fire Rescue is dedicated to minimizing injury, property loss, and environmental damage in our community in the event of a fire, disaster, or other life-threatening incident. Through effective and timely response, prevention initiatives, progressive practices, education, and training, Port Moody aspires to be one of the safest communities in Canada.

Core Values

Trust	Trust is the foundation of every relationship; we value the trust of the public and serve with honesty and compassion.
Service	We are committed to delivering excellence in serving our community.
Integrity	We honor our commitments and are accountable for our actions.
Teamwork	We work together, respecting differences for the greater good.



Becoming a PMFR firefighter

The profession of a firefighter is a challenging and rewarding career that requires dedication and perseverance. You will need to complete rigorous training and pass various tests before you can join the fire service. However, once you achieve your goal, you will enjoy a fulfilling and engaging profession that makes a difference in your community. A career as a firefighter is physically and mentally demanding, requiring individuals to lead a healthy and active lifestyle.

What is PMFR looking for?

If you are looking for a challenging and rewarding career in firefighting, you might be a good fit for Port Moody Fire Rescue. We are a team of skilled professionals who can handle any emergency. We offer training and development opportunities to help you learn the latest techniques and procedures in firefighting, rescue, and medical emergencies. Join us today and become part of Port Moody Fire Rescue.

At PMFR, we are looking for candidates who could / have:

- work under pressure and in stressful situations
- effectively communicate and work as a team member
- follow instructions and protocols
- mechanical aptitude
- ability to use a variety of tools and equipment
- adapt to different scenarios and environments
- do shift work
- engage and support the community
- show compassion and empathy
- support on-duty staff by attending callouts

Considerations before applying

The PMFR Application Guide is a summary of the hiring process Port Moody Fire Rescue. Read this guide before applying to ensure you meet the required qualifications. Our competitive hiring process typically takes three to four months, with multiple opportunities for applicants to showcase their qualities.

Firefighters need to be fit, strong and have good heart health to cope with the hard work and stress of this job. PMFR cares about our staff and helps them with the problems they face in this profession. PMFR staff are there for each other on and off duty. We have a Critical Incident Stress Management Team that assists crews in dealing with stressful incidents. All staff learn "Resilient Minds" skills that help them handle the mental challenges of our profession.



Is a firefighter career for me?

Before applying for the firefighter position, please review the following questions carefully and honestly assess your suitability for this role as a PMFR Firefighter. As a firefighter, I need to reflect on my lifestyle and its impact on my performance and reputation. Some of the questions I ask myself are:

- Does my lifestyle support ethical and responsible choices and actions?
- Am I prepared to maintain a level of professionalism on and off duty?
- Can I balance my personal and professional life as a firefighter?
- Does my lifestyle align itself with Port Moody Fire Rescue's values of Trust, Service, Integrity, and Teamwork,?
- Have I been free from involvement in unlawful activities?
- Am I actively supporting my community for the benefit of others?
- Have I adopted and maintained a physical fitness regimen as a way of life (i.e., engaging in daily workouts)?
- Am I physically able to perform firefighter job tasks?
- Can I work 24-hour compressed shifts?
- Can I work for extended periods under difficult and strenuous conditions?
- Am I free from phobias related to heights and confined spaces and able to maneuver with limited or no visibility?
- Am I comfortable using various hand and power tools, as well as technical equipment?
- Do I have the resilience and ability to cope with emotional suffering, tragedy, or loss of life in order to complete essential job tasks? How would I cope with the emotional impact of witnessing trauma and loss?

Suggestions to consider during the recruitment process

Becoming a firefighter with Port Moody Fire Rescue requires more than one skill or quality. You can improve your chances by following these suggestions.

1. Keep yourself updated with recruiting information by reviewing our PMFR recruitment webpage: [Career Recruitment - City of Port Moody](#)
2. Please update your personal contact information with the Human Resources Department as soon as possible if any changes occur. You can update your information in the City of Port Moody Careers Portal.
3. We appreciate your interest in working as a firefighter for the City of Port Moody. Due to the high volume of applications, we will only contact shortlisted applicants via email and/or phone call at each stage of the recruitment process.
4. Becoming a firefighter is a challenging and rewarding career choice. Before you submit your application, we encourage you to learn as much as you can about the job requirements, the recruitment process, and any related information with the City of Port Moody. Doing your homework will help you prepare better and increase your chances of success.
5. As a firefighter, you will need to follow and act on complex oral and written instructions in various situations. These skills will be assessed throughout the recruitment process and throughout your career. Therefore, it is essential to practice and refine your communication skills both before and during the application process.
6. We expect you to be ready and willing to participate fully in our assessments at all times. The recruitment process may involve short notice or long delays depending on various factors.



7. Your attitude and effort during the recruitment process are taken into consideration as part of the final selection decision. We are seeking candidates who demonstrate professionalism, enthusiasm, and suitability for the position.
8. Please note that completing and/or passing all steps in the recruitment process does not guarantee a job offer.

PROBATIONARY PERIOD

New firefighters serve a twelve (12) month probationary period. During your probationary period, you will undergo extensive training and evaluation to determine your ongoing suitability as a firefighter. Various performance standards are established, and performance is regularly assessed during the probationary period. You will undergo quarterly evaluations conducted by the Training Division regarding your strengths and areas of improvement to ensure you have the tools (information/feedback) to successfully complete your probationary period.

Please note: Probationary employees who fail to meet the training standards may be released from Port Moody Fire Rescue at any time.

FIREFIGHTER WAGES, BENEFITS AND RESIDENCY RESTRICTIONS

In accordance with the current Collective Agreement with the International Association of Firefighters (IAFF), Local 2399, Port Moody Firefighters receive their First and Second Six Months (Probationary) rates of pay consecutively during the first year of employment:

Benefits

The City of Port Moody offers a competitive benefits package including life insurance, optional life insurance, extended health and dental coverage, pension plan and vacation. Port Moody Firefighters are provided with full work and dress uniforms, and all required personal protective equipment.

Hours of work: (Fire Suppression)

The hours of work consist of an average of 42 hours per week. One (1) twenty-four (24) hour shift, with forty-eight (48) consecutive hours off, followed by one (1) twenty-four (24) hour shift, followed by ninety-six (96) consecutive hours off.



Living boundaries

All successful candidates must reside within one of the following communities at time of hire:

• Abbotsford	• Mission	• Surrey
• Anmore	• New Westminster	• Township of Langley
• Belcarra	• North Vancouver City	• University Endowment Lands
• Burnaby	• North Vancouver District	• Vancouver
• City of Langley	• Pitt Meadows	• West Vancouver
• Coquitlam	• Port Coquitlam	• White Rock
• Delta	• Port Moody	
• Maple Ridge	• Richmond	

QUALIFICATIONS

Minimum qualifications to apply

- 19 years of age or older on the date of application.
- Legally entitled to work in Canada (you must be a Canadian Citizen or Permanent Resident/Landed Immigrant).
- Grade 12 completion or equivalent.
- Driving record with six or fewer points
- Have been granted a pardon or record suspension for any criminal event.
- Valid Class 1 or 3 Driver's License with air brake endorsement or equivalent for vehicles with more than two axles (automatic transmission is accepted).
- A valid BC EMA Licensing Board First Responder License or higher level of EMA License (EMR, PCP, ACP).
- IFSAC or Pro Board Accredited NFPA 1001 - Fire Fighting Practices Level I and II
- Physically and psychologically suitable for the position of firefighter.
- Strong interpersonal skills and the ability to work in a team environment.

Preferred qualifications

These additional skills and experiences will enhance your application but do not replace the minimum qualifications:

- 30 post-secondary credits or one-year minimum in a trade apprenticeship program
- Higher first aid levels such as EMR, PCP, ACP License, nurse
- Completion of other fire service-related courses or programs
- Pleasure Craft Operator Card
- Previous experience in emergency services: structural firefighting, forest fire service, police, coast guard, EMS, military, park ranger, corrections, health care, lifeguarding, or search and rescue.
- An active member of the community as a volunteer.



- Heavy equipment operator
- Any construction-related trade.
- Experience in team-oriented activities or organizations.
- Coaching, teaching, or instructional experience.
- Knowledge and ability to work effectively with computers and computer programs.
- Ability to speak a second language.

THE RECRUITMENT PROCESS

Overview of the PMFR recruitment process

The PMFR recruitment stages are listed below. Only applicants who are successful at the previous stage will be contacted by City staff with the necessary information to proceed to the next stage. Applicants not moving forward in the process will be informed by email. Please do not contact PMFR or Human Resources with questions regarding the status of the process.

Stage	Recruitment and Selection Stage	Timing
1	Job Posting	August 11 – 31
2	Application Review and Resume Screening	August 31
3	Physical Abilities Assessment	September 13
4	Psychometric Testing	September 27
5	Ride Along	September 22 – October 23
6	Interview	November 3 – 6
7	Reference and Police Information Checks	November 10 – 24
8	Medical Assessment	November 10 – 14
9	Fire Chief's Interview	December 1
10	Uniform and PPE Fitting	December 1 – 8
11	6-week Recruit training	Jan 5
12	On-Shift	February 20

Stage 1: Online application

All applications will only be accepted by submitting electronically through portmoody.ca/careers. Applications submitted other than electronically will not be accepted. The following documents are required to be combined, in order, as one PDF and submitted at time of application:

- Resume
- Driver's License (front and back)
- Driver's Abstract (current within 30 days of application)
- NFPA 1001 proof of completion with IFSAC/Pro Board Seal
- EMA or EMR License
- High School transcript
- Post-secondary transcripts
- Additional documentation to support preferred qualifications.



Stage 2: Application review

All applications received by the posted deadline will be reviewed for:

- Confirmation on required documents and qualifications
- Preferred qualifications
- Candidate eligibility

Stage 3: Physical abilities assessment

The Physical Ability Assessment (see [Attachment A](#) for full details) measures various aspects of fitness. It is designed to test your ability to complete a series of firefighting activities while assessing your ability to problem-solve effectively when physically exhausted.

There are ten stations, each representing an activity that a firefighter would typically perform during an emergency incident. Candidates must complete each station, wearing a 50-pound weighted vest, within the time limit and will then be permitted to proceed to the next station. If you fail to complete the station within the allotted time, you will not be allowed to continue with the testing and will be disqualified from the recruitment process. The stations will be marked as Completed or Not Complete. The test usually takes 25 to 35 minutes.

You must follow the instructions of PMFR staff and adhere to safety guidelines during the testing. Failure to do so will result in elimination from the testing. There will be no rest periods between the stations. You will move to the next station immediately upon completing the previous station. An overall time will be recorded once all stations are completed.

NOTE: Prior to attending your Physical Abilities Assessment you must complete the PAR-Q ([Attachment C](#)) as a self-evaluation to confirm to yourself that you are healthy and fit for this stage. This form is not required for you to bring to the Physical Abilities Assessment.

On the day of the Physical Abilities Assessment, you will be required to sign a release waiver witnessed by PMFR staff. ([Attachment D](#))

The Stations:

Station 1: The Platform Climb – The objective of this task is to ensure you are comfortable with the heights.

Station 2: Confined Space – The purpose of this task is to familiarize you with the challenges of working in a confined or restricted space with low visibility.

Station 3: Sled Drag – The objective of this task is to simulate a rescue scenario. This test replaces the traditional mannequin drag.

Station 4: 35' Extension Ladder Raise – This task aims to mimic the process of lifting a ladder vertically.

Station 5: Stair Climb – The objective of this task is to simulate a firefighter deploying equipment in a multi-story building.

Station 6: Hose Roll Raise – The objective of this task is to simulate hoisting heavy equipment by rope to elevated buildings.



Station 7: Equipment Carry – The objective of this task is to simulate retrieving equipment from an apparatus and deploying it to an assigned location.

Station 8: Hose Drag and Advancement – This task aims to simulate the procedures and challenges of using fire hoses in real operational scenarios.

Station 9: Storz Roll Carry - This task simulates the process of restoring equipment at the completion of an incident.

Station 10: Dexterity - This task aims to simulate various firefighter tasks in challenging situations.

Stage 4: Psychometric evaluation

The firefighter psychometric evaluation is a test that measures the cognitive abilities and personality traits of a firefighter applicant. It assesses skills such as numerical reasoning, verbal comprehension, spatial awareness, and problem-solving, as well as characteristics such as stress tolerance, teamwork, leadership, and motivation. The purpose of the evaluation is to identify the most suitable applicant for the firefighter role and to ensure they can perform well in challenging and demanding situations.

Applicants will be responsible for covering the cost of the Firefighter Competency Test through [BL Associates Corporate Psychologists Inc.](#)

Please note that your psychometric test result may be applied to other BC fire department hiring processes and is valid for up to one year. If you have completed a psychometric test with BLA from another process within the past 12 months and wish to use those results for Port Moody, please get in touch with BLA (details below) to confirm that your results meet the minimum threshold and are eligible to be used. Once you have received confirmation that your previous results are eligible, you will receive instructions from BLA about how to proceed. There is a fee to have your test result sent to Port Moody. Email etindle@portmoody.ca to advise that your test result will be coming from BLAssociates.

More about Firefighting Competency Testing can be found at <https://blassociates.ca/information-for-applicants/>

To contact BLA, email their Testing Coordinator, Naomi Stinton, at nstinton@blassociates.ca.

Stage 5: Ride-along

A firefighter ride-along is an opportunity for applicants interested in becoming firefighters to observe and learn from the fire department staff. During a ride-along, the applicant can accompany the firefighters on emergency calls, assist with non-medical tasks, and ask questions about the job. A ride-along can help the applicant gain valuable insight into the daily operations and challenges of firefighting, as well as the skills and qualifications required for the job.

The ride-along schedules will have the applicant interact with all four platoons, with the option to choose either the 1300-1700hrs or 1700-2100hrs shift. The applicant will report to the Platoon Captain on shift and follow their direction. All applicants must adhere to the safety requirements and expectations outlined in their ride-along orientation and as per the Platoon Captain in charge. For each ride-along, applicants are required to sign a Release of Liability, Waiver of Claim, Assumptions of Risk, and Indemnity document.



During the ride-along you will be assessed on the following:

- Work ethic and attitude
- Attention to detail with assigned tasks.
- Communication and listening skills.
- How you work with others. Are you a team member?
- Character and Integrity
- Ability to problem solve.
- Ability to follow instructions with assigned firefighter drills.

What is required by me for the ride-along:

- Dark blue T-shirt and pants
- CSA-approved steel-toe boots
- PMFR will supply all required personal protective equipment needed for training and responding to events with the crew.

Stage 6: Interview

The firefighter interview is a process of evaluating the suitability of an applicant for a firefighter position. It involves questions about the applicant's motivation, skills, experience, and personality. The interviewers may also ask scenario-based questions to test the applicant's judgment, problem-solving, and teamwork abilities. A firefighter interview is an opportunity for the applicant to demonstrate their passion, professionalism, and preparedness for the job.

Interview preparation:

Preparing for your PMFR interview requires self-research to familiarize yourself with the department through the materials on our website and other sources. When invited to an interview, you have the opportunity to demonstrate to the hiring panel that you possess the qualities necessary to be part of the PMFR team. Below is a list of tips on how to prepare for your firefighter interview:

- Research PMFR and the community of Port Moody.
- Learn about our mission, values, history, and challenges. Investigate and find out what PMFR is looking for in a candidate.
- Learn about our mission, values, and history.
- Explore the City of Port Moody website and focus on:
 - portmoody.ca
 - portmoody.ca/firerescue
 - portmoodyfirecharity.ca

Social Media

Facebook @PortMoodyFireRescue

Twitter @PortMoodyFR

Instagram @PortMoodyFireRescue

- Review your resume and application. Make sure you can explain any gaps, changes, or achievements in your work history. Highlight your relevant skills, training, and experience for the firefighter role.



- Practice answering common interview questions. You can find some examples online or ask a friend who has been through the process before. Think of specific examples that demonstrate your abilities and personality.
- Use the STAR method (Situation, Task, Action, Result) to structure your answers.

Interview Tips:

The interview will include behavioral-based questions that focus on experiences in your past to achieve a specific outcome. Examples may be:

- Tell us about a time when you demonstrated independent judgment by solving a problem on your own.
- Tell us about a time when you successfully worked through a conflict with a co-worker or intervened successfully in a dispute between two other co-workers.
- Prepare for common questions about your motivation, skills, and experience in firefighting.
- Use clear and concise language to convey your points, avoiding jargon and slang.
- Provide specific examples of how you have used verbal communication in different scenarios, such as with colleagues, supervisors, sports teams, or the public.
- Demonstrate your ability to listen and ask relevant questions actively.
- Show respect and professionalism to the interview panel and other candidates by using appropriate tone, volume, and body language.
- Take the time to prepare some questions to ask the panel. Ask something that is important to you.
- Arrive early and be professionally dressed. Presentation is important.
- Bring a copy of your resume **only** if it has been updated from your original resume forwarded on your initial application, certificates, and references.
- Greet the interview panel with a smile and a firm handshake. Maintain eye contact and speak clearly and confidently.
- On the conclusion of the interview, thank the panel for their time.

Stage 7: Candidate reference checks and police information check

- PMFR and City of Port Moody HR reference check is conducted to verify the qualifications, character, and suitability of a candidate who wants to become a PMFR Firefighter. The process will include checking your criminal history, employment history, education, training, certifications, and references. A reference check also assists to ensure that you are honest, reliable, competent, and fit for the job as a PMFR firefighter.
- Police Information Check - Candidates will be required to submit a current Criminal Record and Vulnerable Sector Check. Since Firefighters are in a position of trust, completion of a criminal record check is conducted by the Port Moody Police Department.
- You cannot have any criminal charges or convictions that relate to the duties of the position for which you have not received a pardon. You must be open, honest, and willing to disclose all information pertaining to this record check.

Stage 8: Medical assessment as per NFPA 1582

A medical assessment is a comprehensive physical examination that evaluates the candidate's health and fitness for the firefighting profession. It may include tests for vision, hearing, blood pressure, heart rate, lung function, and other medical conditions that could affect the candidate's ability to perform essential job tasks safely and effectively. The assessment is conducted by a qualified third-party physician and is required as part of the PMFR hiring process.





Stage 9: Fire Chief and Human Resources interview

Successful applicants selected from the Ride-Along stage and who have passed reference and criminal checks will meet with the Fire Chief and a Human Resource representative to discuss their application and answer a few additional questions.

Stage 10: PPE sizing and uniform fitting

Recruit will be fitted with all required uniforms and personal protection equipment. Dress comfortably for this stage. Recruit will be notified of the date by PMFR Administration Assistant.



ATTACHMENT A: PHYSICAL ABILITIES TEST (PAT)

Firefighter physical abilities testing

Below is a brief overview of the Port Moody Fire Rescue (PMFR) firefighter candidate physical abilities test (PAT). The PAT stage of the recruitment process is the testing component of the physical abilities of the firefighter candidate. The PAT consists of a series of tasks designed to assess important physical abilities necessary for effective job performance as a firefighter. These tasks were developed to mirror real situations that firefighters encounter on the job. These tasks represent basic skills that do not require training or previous experience as a firefighter to successfully complete.

The selection process for firefighters is very competitive. The more prepared you are, the more likely you are to pass the test. We strongly encourage you to review the below stations prior to your arrival at the testing. There will be minimal instruction given during the testing process. The physical ability test consists of ten different components that measure job-related skills. Each component has a time limit as well as an overall time recorded.

The following is an overview of the components/stations

- Station 1: Platform Climb
- Station 2: Confined Space
- Station 3: Sled Drag
- Station 4: 35' Extension Ladder Raise
- Station 5: Stair Climb
- Station 6: Hose Roll Raise
- Station 7: Equipment Carry
- Station 8: Hose Drag and Advancement
- Station 9: Storz Roll Carry
- Station 10: Dexterity

The following points should help to familiarize you with what will take place on the day of the test:

- Applicants have an option to wear provided coveralls and steel-toed boots (**which the candidate must provide**). You will be performing physical acts that demonstrate strength, agility, and endurance, and it is important to be outfitted in attire that does not hinder your performance. **You will be required to wear a 22.7kg (50lb) weight vest to simulate the weight of a fire fighter's personal protective equipment.**
- Protective gloves will be provided at the test site for your use. (**you can bring your own**)
- All ten components of the PAT will be timed. Each test has a cut-off time and failure to complete that station in the allowed time will result in disqualification. You will only move to the next station if the task is completed properly and within the allotted time. **There will be no second chances or "do-overs".**



- PMFR Test Officiators will be assigned to time you while on the course. The Officiator will call out running times to assist you with your pacing. The Officiator will set the pace between stations. **There will not be time for rest or water breaks.**
- You must keep up and be ready to start at the next station when told to do so. If you do not keep up or it is apparent that you are trying to extend the time between stations, you will receive a warning to keep pace. After two warnings you will be removed from the testing process.
- You will be allowed as much time as needed to complete each individual component within the maximum allotted time. Pay careful attention to the instructions of the test monitor. **Two instances of not following instructions during testing will result in elimination from the testing.**
- A candidate who does not pass the physical test on their first attempt because of a prop failure may request a second attempt. Second attempts will take place on the same day.
- If you look to be going into medical distress of any kind during the test, we reserve the right to stop the test for your own safety.
- It is the expectation of the Port Moody Fire Rescue that **Attachment A** will provide enough information for you to prepare and be successful. The 10 events that compose the PAT are outlined for you below. You will be given an opportunity to ask questions about test stations during the check-in process. Only on the day of testing.

Candidates should arrive 15 minutes prior to their scheduled start time to start the check-in process.

Please bring with you the following:

- Valid photo identification
- CSA approved Steel Toe Boots
- Personal leather gloves if you wish to bring your own
- Arrive in comfortable athletic wear for the PAT
- Hydration and nutrition for the completion of your test

Check-In:

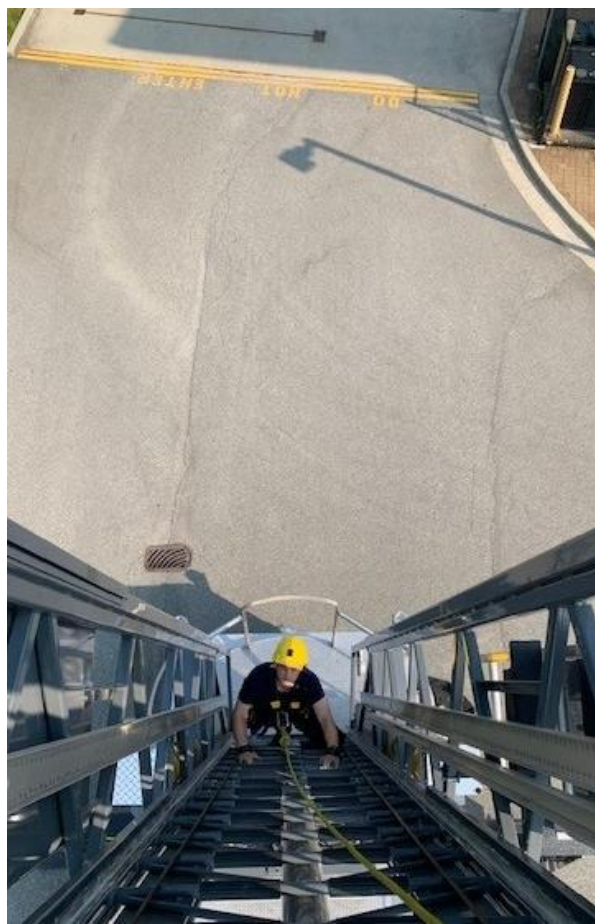
- Arrive 15 minutes prior to your assigned time. **(No earlier)**
- Complete and sign Release of Liability, Waiver & Assumption of all Risks Physical
 - Abilities Assessment (Attachment D)
- You will be provided with a helmet to be worn for the entire PAT
- Optional knee pads are available for Station 2
- Coveralls will be available but are not required for the PAT.



Station 1: Platform Climb

The objective of this task is to ensure you are comfortable working at heights.

- You will have 4 minutes to complete this task.
- You will be in a harness and attached to a safety line while climbing the ladder.
- The allotted time is more than enough to complete the task in a safe manner.
- Climb ladder using rungs only. Do not skip rungs.
- Once harnessed, you will climb to the aerial platform at the base of the ladder and attach the safety line.
- When told to begin, you will ascend 75' and ring the bell attached to the top rung.
- After the officiator acknowledges you have rung the bell, you will descend.
- Timing will begin when you are told to start climbing and stop when both feet are planted back on the aerial platform.
- Failure to follow these instructions will result in dismissal from the test.



Station 2: Confined Space

The objective of this task is to ensure you are comfortable working in restricted working spaces and low visibility conditions.

- You will have 4 minutes to complete this task.
- Before testing starts you will don the knee pads, blacked-out facemask, helmet, and gloves.
- Your facemask must remain on throughout the test. Removing the mask before completing your task will eliminate you from the test. We will be watching from viewing hatches.
- The officiator will guide you to the entrance of the confined space prop.
- Upon entering the prop, you will immediately turn right.
- You will navigate a narrow passageway for a short distance and emerge into a small room. Locate another passage to your left and follow that passage to a second small room. In the far corner of the room, you will find a baby mannequin.
- Bring the baby mannequin with you as you retrace your way to the entrance point.
- Timing starts when you enter the prop and stops once you and the bag are out.



Station 3: Sled Drag

The objective of this task is to simulate a rescue scenario. This test replaces the traditional mannequin drag.

- You will have 46 seconds to complete this task.
- You will drag a 175lb sled a total of 100'.
- You are to move backwards, dragging the sled 50' around a pylon and then back to the starting point.
- The 2½" hose handle cannot go around your back or be wrapped around your arms or wrists.
- Timing will start when you grasp the 2½" hose handle on the sled and will stop once the sled completely crosses the finish line.



Station 4: 35' Extension Ladder Raise

The objective of this task is to ensure you are capable of raising and lowering a 35' ladder in a vertical position to maximum height.

- You will have 66 seconds to complete this task.
- You will fully lift and lower a 35' extension ladder in a controlled, hand-over-hand fashion.
- The rope cannot be wrapped around the hands.
- The ladder must be raised to its full extension until secured in both rung locks.
- The officiator will acknowledge when both rung locks are secure and will then instruct you to lower the ladder to the ground.
- Lowering the ladder must be done in a controlled hand-over-hand fashion. **Allowing the rope to slip through the hands is not permitted.**
- Timing starts when you touch the rope. Timing stops when ladder is completely lowered to the ground and rung locks are secured.



Station 5: Stair Climb

The objective of this task is to ensure you can carry equipment up multi-storey buildings using stairwells only.

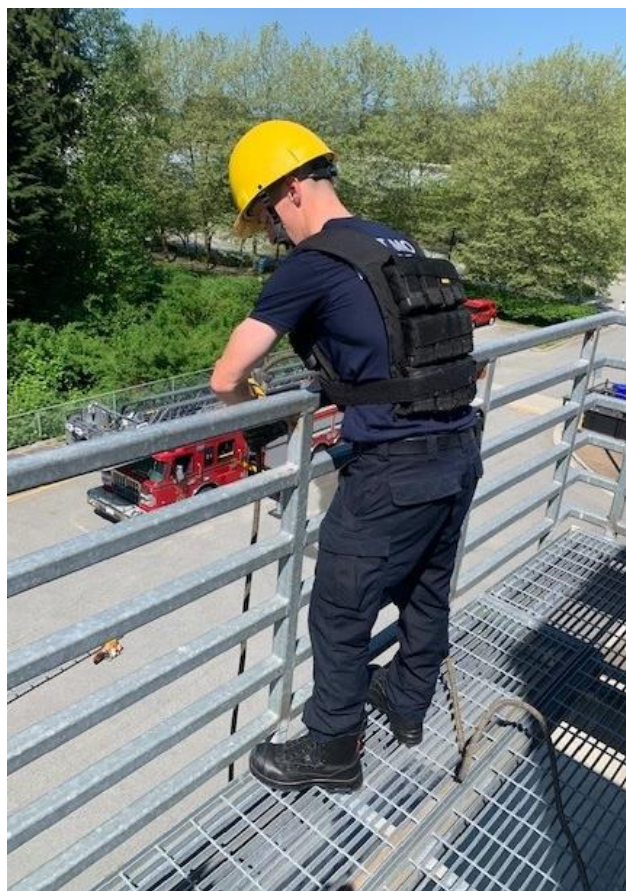
- You will have 3 minutes 30 seconds to complete this task.
- You will carry a hose bundle fold up and down 3 floors, 3 times.
- Pick up the bundle fold and place it on your right shoulder.
- Grip the handrail with your right hand and start climbing. You must maintain hand contact with handrail until you reach the top landing.
- Once on the top landing, shift the bundle fold to the right shoulder and grip the handrail with your left hand while descending. You must maintain hand contact with the handrail during your descent.
- When you reach the starting point, shift the bundle fold back to your right shoulder and repeat the climb and descend a second time following the same procedures.
- A foot must land on each stair, do not skip stairs.
- Timing starts when you touch the bundle fold and stops when you place the bundle fold on the ground after the second descent.



Station 6: Hose Roll Raise

The objective of this task is to ensure you are capable of hoisting equipment using a rope.

- You will have 52 seconds to complete this task.
- You will be required to raise a hose roll weighing 55lb to a height of 36' using the attached rope.
- In a hand-over-hand fashion, raise the roll until it touches the top rail of the guard rail.
- Dragging the rope over the railing is not permitted.
- The officiator will acknowledge when the roll has touched the top rail and you can begin to lower the hose role.
- In a controlled fashion, lower the hose roll back to the floor. Letting the roll drop or allowing the rope to slide through the hands is not permitted.
- Timing will start when you touch the rope and stop when the hose role is back on the ground.



Station 7: Equipment Carry

This task aims to ensure that you can lift, carry, and return equipment from a height that simulates the compartments of a fire apparatus.

- You will have 30 seconds to complete this task.
- You will lift 2 foam jugs from a 1.22m (4') shelf and place both on the ground one at a time.
- You may grip the containers in any fashion and travel with them 50'
- Once back at the shelf, you must place both on the ground and return them individually back onto the shelf.
- Running is not permitted
- Timing starts when you touch the containers and stops when the containers are returned.



Station 8: Hose Drag and Advancement

The objective of this task is to ensure you are capable of advancing fire hose during fire ground operations.

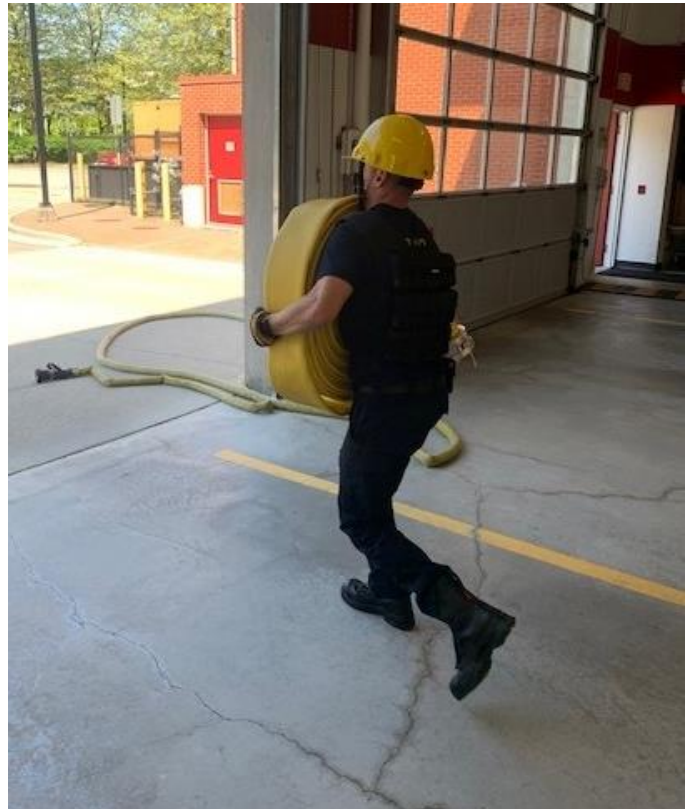
- You will have 30 seconds to complete this task.
- You will advance 150' of charged 1¾" fire hose 100'.
- You may grip the hose in any fashion.
- Timing starts when you touch the nozzle or hose.
- When you and the nozzle cross the finish line the timer will be stopped.



Station 9: Storz Roll Carry

The objective of this task is to ensure you are capable of typical post incident cleanup.

- You will have 23 seconds to complete this task.
- You will lift and carry a 90lb roll of large diameter supply line 50'.
- You will lift the roll from the tailboard of a fire truck, carry it around the pylon and back to the truck.
- When you reach the truck, return the hose roll flat on the tailboard.
- Timing will start when you touch the roll and stop once the roll is placed flat on the tailboard.



Station 10: Dexterity

The objective of this task is to ensure you can thread fire hoses and appliances together.

- You will have 3 minutes to complete this task.
- You will thread a 2.5" gate valve onto the hydrant.
- You will thread a 50' 2.5" hose onto the gate valve.
- You will walk to the end of the 2.5" hose and thread on a wye.
- You will thread 1.75" hose onto the wye.
- You will walk to the end of the 1.75" hose and thread on a nozzle.
- You will then reverse the order and uncouple everything back to the hydrant.
- All connections must be hand tight.
- Time starts once you touch the gate valve and stops when the gate valve is on the ground after being removed from the hydrant



ATTACHMENT B: FAQs

Frequently Asked Questions

Is it possible to visit a PMFR Fire Hall or have a ride along with a fire crew to learn more about the job?

No. Port Moody Fire Rescue doesn't offer or permit fire hall visits or ride along opportunities to potential candidates.

If I am unable to make the scheduled date for the Psychometric Evaluation, can I schedule another time?

No. Unfortunately, the recruitment schedule cannot accommodate more than one session for the Psychometric Evaluation.

Will I be notified as to the status of my application? How often should I expect to hear from recruitment personnel?

Due to the large volume of applications, only shortlisted candidates will be contacted regarding advancement to the next stage. It is important to check your email inbox regularly.

How many firefighters does Port Moody Fire Rescue plan to hire?

The number of firefighters hired varies from year to year. The purpose of the recruitment intake is to fill immediate vacancies and to establish an eligibility list for the upcoming year.

How long do you expect the recruitment process to take?

The recruitment and selection process has multiple stages and typically spans a period of several months.

How can I determine if I have a medical condition as it relates to the job of firefighter? If I have a specific question relating to medical suitability, how do I get it answered?

Please refer to the National Fire Protection Association Standard on Comprehensive Occupational Medical Program for Fire Departments (NFPA 1582, Chapter 6). Our medical requirements are taken directly from these criteria.

If you have a specific question pertaining to one of these criteria that you are unsure of after reviewing the document, consult your family doctor. We are not able to provide you with answers to specific medical questions. Your physician is the best resource for information on your personal health. We encourage you

to book a complete examination with your physician before you decide to submit a firefighter application to identify and/or discuss any conditions that may affect your ability to perform the job of a firefighter.

Note: This will not substitute for the comprehensive medical/physical examination conducted by an independent medical provider in Stage 11 of our recruitment process.

Are there any courses that Port Moody Fire Rescue can recommend to better my chances of being selected?

Due to the competitive nature of the assessment process, we do not counsel or provide recommendations to potential applicants on how to increase their competitiveness.



Does Port Moody Fire Rescue prefer a candidate receive their NFPA Levels 1 and 2 training from a particular fire academy?

No, we do not endorse one academy over another. All candidates must ensure that the academy they attend is IFSAC and/or Pro Board accredited.

I do not live in British Columbia. How can I determine if my driver's license and/or demerit points meet your driver's license qualifications?

Please contact the Insurance Corporation of British Columbia (ICBC) at 1.800.950.1498 or visit their website icbc.com to obtain information on Driver's License equivalency. Out of province applicants are required to provide a copy of their Driver's Abstract from their jurisdiction of residence.

As a condition of employment, successful candidates will be required to transfer their current Driver's License to a valid BC Driver's License prior to their hire date.

What do you accept as a suitable Commercial Driver's License?

We will accept British Columbia Class 1, 2, or 3 licenses (automatic) with an air brake endorsement or equivalent.

I do not have a copy of my high school transcript (or equivalency). What will you accept as a suitable replacement?

You will need to contact your previous high school to obtain a copy of an official school transcript providing that it clearly indicates you have met the Grade 12 requirements.

If I have a college diploma or university degree do I still need to submit my high school transcript?

Yes, you are still required to submit your high school transcript (not your high school diploma).

Do you accept out of province applicants?

Yes, however, be aware that if you progress in the recruitment process you will be required to travel to Port Moody on many separate occasions to participate in the recruitment testing, sometimes with short notice.

Do I need to attach all of my supporting documentation when I submit my online application?

Yes, please refer to the PMFR Recruitment Guide, Stage 1: Online application, page 11.

Can I update my qualifications after I submit my application?

Yes, documents can be added (not removed) up to the date of closing.

If I have only partially completed, or have just registered for any of my licenses or certifications, can I still apply?

Yes, all required qualifications must be successfully achieved before the Fire Chiefs interview (Stage 9). Those that have not been successful in achieving will be removed from the process.

Do I require previous firefighting experience or training prior to applying?

You must have completed NFPA 1001 Levels 1 and 2. PMFR Training department will be delivering 6 weeks of training prior to being placed on active duty.



What are the qualifications needed to be a firefighter with Port Moody?

Our required qualifications can be found in the PMFR Guide, Qualifications, page 10.

How do I apply to be a firefighter with Port Moody Fire Rescue?

Applications are only accepted during open competitions. Applications are accepted only online. No application will be received in any other format.

Which medical licensing do you require?

We will only accept candidates with current BC Provincial EMA First Responder licensing (formerly FR3) or greater (e.g., Primary Care Paramedic or Emergency Medical Responder licensing). A valid license can only be issued by the BC EMA Licensing Branch within the Province of British Columbia. Please refer to the Ministry of Health website at <http://www.health.gov.bc.ca/ema/> for further information.

I was eliminated from the last hiring process. Can I reapply for this hiring?

Yes, the recruitment process is open to all candidates who meet the required qualifications.



ATTACHMENT C: PAR-Q

PAR-Q & YOU

PAR-Q+

The Physical Activity Readiness Questionnaire for Everyone

The health benefits of regular physical activity are clear; more people should engage in physical activity every day of the week. Participating in physical activity is very safe for MOST people. This questionnaire will tell you whether it is necessary for you to seek further advice from your doctor OR a qualified exercise professional before becoming more physically active.

GENERAL HEALTH QUESTIONS

Please read the 7 questions below carefully and answer each one honestly: check YES or NO.	YES	NO
1) Has your doctor ever said that you have a heart condition ☐ OR high blood pressure ☐ .	☐	☐
2) Do you feel pain in your chest at rest, during your daily activities of living, OR when you do physical activity?	☐	☐
3) Do you lose balance because of dizziness OR have you lost consciousness in the last 12 months? Please answer NO if your dizziness was associated with over-breathing (including during vigorous exercise).	☐	☐
4) Have you ever been diagnosed with another chronic medical condition (other than heart disease or high blood pressure)? PLEASE LIST CONDITION(S) HERE: _____	☐	☐
5) Are you currently taking prescribed medications for a chronic medical condition? PLEASE LIST CONDITION(S) AND MEDICATIONS HERE: _____	☐	☐
6) Do you currently have (or have had within the past 12 months) a bone, joint, or soft tissue (muscle, ligament, or tendon) problem that could be made worse by becoming more physically active? Please answer NO if you had a problem in the past, but it does not limit your current ability to be physically active. PLEASE LIST CONDITION(S) HERE: _____	☐	☐
7) Has your doctor ever said that you should only do medically supervised physical activity?	☐	☐

If you have answered NO to all of the questions above, you are cleared for physical activity



ATTACHMENT D: WAIVER



RELEASE OF LIABILITY, WAIVER AND ASSUMPTION OF ALL RISKS

PHYSICAL ABILITIES ASSESSMENT

PLEASE READ CAREFULLY

TO: City of Port Moody Fire Rescue

I wish to participate in the above noted assessment and acknowledge that in order to do so, I must agree to be bound by this Release of Liability, Waiver and Assumption of Risk. I understand and acknowledge the risks and hazards of the Physical Abilities Assessment and accept full responsibility and agree to participate at my own risk.

I hereby waive any and all claims that I may now and in the future have against, and release from all liability and agree not to sue the City of Port Moody and their respective agents, officers, employees, volunteers or representatives (the "Released Parties") for any loss, damage, personal or bodily injury, death sustained or suffered by me as a result of my participation in the Physical Abilities Assessment due to any cause whatsoever, including without limitation, negligence, fault or breach of statutory duty, including duties arising from *Occupiers Liability Act*.

In no event will the City of Port Moody be liable for any loss, damage, personal or bodily injury or death nor for any loss of or damage (including indirect or consequential damages) that I suffer whether attributable to or arising out of my participation in the Skills Assessment or by reason of any matter or thing done or permitted.

I confirm that I am the age of majority and that I have read and understand this agreement prior to signing it (and have read the Physical Abilities Assessment provided to me previously) and agree that this agreement will be binding upon me (as participant or guardian), my heirs, executors and administrators.

Signed this 8th day of July, 2023 at Port Moody, British Columbia.

Participant's signature

Participant's Printed Name



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