

Leduc Fire Services 2021 Recruitment Information

Our family protecting yours

City of Leduc Fire Services Virtual Information Session

- Objectives
- Insights into the department
- Who we are
- What we do
- What we are looking for
- What we can provide for you
- The hiring process



Mission:

We are an integrated department dedicated to providing Community and Emergency Services

• Vision:

To become the recognized leader in Fire and Emergency Medical Services

> Values:

Professionalism Respectful **O**bjective **T**radition **E**thical **Client Focused T**ransparent **S**afety

"OUR FAMILY PROTECTING YOURS"

Leduc Fire Services provides a combination of medical and fire-based protection to about 33,032 residents in the municipality. In addition, we serve several thousand residents in the rural area surrounding the municipality, with a shadow population in excess of 80,000.

Services provided to the community and region include:

- Fire suppression and rescue
- Emergency Medical Services (ALS level)
- Dangerous goods response (first responder level)
- Water & Ice rescue (surface)
- Fire prevention and education
- Fire investigations
- And more.....

Leduc Fire Services is a composite and integrated service

- What does this mean?
 - Composite: blended of career and paid on-call firefighters
 - Integrated: trained with knowledge, skills and abilities of both the firefighter and the medically trained practitioner. Operating as one full service department

Leduc Fire has a unique blend of career, and paid on-call (POC) staff

- One Fire Chief
- Three Deputy Chiefs
- 10 Captains (Eight Career & two paid on-call)
- One POC Lieutenant
- 36 career firefighters (FF/ACP & FF/PCP)
- Up to 64 paid on-call firefighters and casual ACPs
- Two career fire inspectors/investigators
- Two full time administrators

Equipment



More equipment



Four command units, investigation unit, MEOC, Mule, a reserve engine, a County Pump and a County tanker

What we are looking for and what we want from you.....

- Leduc Fire Services is currently looking for medically trained paid on-call firefighters who want to work with us to continue development of a system focused on protecting our community
- We want you. An up and coming professional dedicated to the service of helping and protecting our citizens

Benefits and Perks

- Stable work environment
- Motivated peers
- > Part time job, full time rewards
- Opportunities for training
- Career opportunities
- Become part of a large family
- Competitive wages & benefits
- The opportunity to directly influence the development of the Leduc Fire Services from the day you join

What is expected (both career and paid on-call)

- Arrive on shift or call outs, mentally and physically ready
- Respond to all emergencies when scheduled or available
- Minimum monthly call-out attendance of 15% of average 30 calls (must attend average of five calls per month)
- Attending quarterly training sessions
- Maintaining a high level of professionalism in and out of uniform
- Respect our fire house culture
- Respect for your peers

Paid on-call firefighters

- Live in the community
- Deploy apparatus for emergency call outs based on availability
- Use personal cell phones and Active911 App for response
- Backfill fulltime fire or medical shifts qualification dependent
- Coordinate and assist in special projects, public education and all training events

Paid on-call Firefighters – Shift Schedule/Hours of work

- Respond based on availability model
 - Flexible system that is tailored to operate around your schedule
 - Monthly minimum all-call response of 15%
 - Remunerated
 - Establishes third apparatus

Fire Training

- Comprehensive NFPA 1001 level I, Rescue and Hazmat training provided
- Approximately four months
- Delivered in a combination of theory and practical sessions
- Continuing training Quarterly periods
 - Four, all day Saturday training
 - Annual competency (JPR) and examination requirements
 - 100% mandatory completion annual training objectives
- Regional Training

Firehouse Life: Expectations

- Paramilitary style that celebrates the fire culture
- Our firefighters are proud of who they are and what they represent
- It is expected when in uniform, that you are clean and professional looking
- This is a lifestyle choice in and out of uniform you are a firefighter and represent Leduc Fire at all times
- Officers are addressed at their rank. i.e. Captain, Chief
- Supports our incident command structure
- The firehouse is your home, our home it represents who we are so we keep it clean
- If you are successful, you become a rookie.
- You really become a brother or sister in our house and our family

Hiring process timeline

- What is involved
 - Aptitude exam (December 9, 2020)
 - Fitness Testing (early January)
 - Shadow Shifts (early January)
 - Interviews (mid-January)
 - Medical exam & OSCE's (medical trained staff) (February)
 - Offer of employment (February)

Aptitude Exam

- The exam (Firefighter Selection Tool) will take place: Date: December 9, 2020 Time: 18:30 Location: Leduc Civic Centre (1 Alexandra Park, Leduc, AB)
- For more information on the exam, search: 'ios FST Testing'
- https://iosolutions.com/firefighter-selection-toolfst/

NEXT STEPS

DECEMBER

Physician's Assessment for medical clearance

JANUARY

Fitness Testing (January 9/10)

Shadow shifts

All potential candidates will complete two shadow shifts. This will allow you to spend four hours each shift with a crew to ask questions, see the daily activities and interact with crews.

Interviews

Panel interview with both uniformed & civilian staff

NEXT STEPS con't

FEBRUARY

Medical exam & OSCE's

All registered ACPs and PCPs will be required to complete a written and OSCE's

- Reference Checks
- Offer of Employment and Hiring Packages Completed with HR

Recruit Class Training

Approximately 184 hours of both online and hands-on training
Start in March 2021, with a tentative graduation of June 2021