



## FREQUENTLY ASKED QUESTIONS

1. **How many firefighters does Vancouver Fire and Rescue Services (VFRS) hire per year?**

The number of firefighters hired per year varies but generally, it depends upon the number of employees who retire.

2. **How often does VFRS accept applications for firefighter recruits?**

Our recruiting process is usually held once a year. However, the department's hiring needs can fluctuate and as a result, at this time, we cannot forecast our next intake of applications.

3. **How many applications did Vancouver Fire and Rescue Services receive in the last intake?**

In our last intake, we received 450 applications. Once the packages were screened for completeness, 360 candidates were eligible to sit for the written test. The department has hired 18 recruits from this group.

4. **How can I obtain an application?**

During a designated intake period, applications will be available for downloading from our website at [vancouver.ca/firejobs](http://vancouver.ca/firejobs). The printed application package must be submitted either by mail or in person before the designated time and date at #1 Fire Hall, located at 900 Heatley Avenue, Vancouver, BC, V6A 3S7.

5. **Will I be notified when my application is received?**

Yes, we will screen application packages for completeness and notify all candidates of their success/or failure to meet the designated requirements. For successful candidates, included in the correspondence will be an invitation to sit at the next written exam.

6. **What is the National Fire Protection Association (NFPA)?**

NFPA serves as the world's leading advocate of fire prevention, establishing codes and standards for firefighters and fire safety.

7. **What is NFPA 1001 I & II?**

NFPA 1001 is the nationally recognized standard for the training of professional firefighters. It identifies the professional levels of competence required of fire



department members, especially the requirements for entrance into the fire department.

**8. Where can I obtain the NFPA 1001 I & II certification?**

There are a number of academies located across North America certified to deliver the NFPA 1001 program.

Candidates should ensure that the academy they select is International Fire Service Accreditation Congress (IFSAC) accredited. Make sure to ask the academy or check the IFSAC website at [www.ifsac.org](http://www.ifsac.org).

**9. What is IFSAC accreditation?**

As the governing body in North America, the International Fire Service Accreditation College (IFSAC) ensures that standards set by the NFPA are maintained by fire training academies that administer their programs.

**10. Does Vancouver Fire and Rescue Services prefer a candidate receive their NFPA 1001 level I & II from a particular training academy?**

No, we do not favour one academy over another but all candidates must ensure that the academy is IFSAC accredited.

Make sure to ask the academy or check the IFSAC website at [www.ifsac.org](http://www.ifsac.org).

**11. If I have only partially completed, or just registered for any of my licences/ or certifications, can I still apply?**

All licences and certifications must be complete and current at the time of application.

**12. What will screen me out during the initial application intake?**

Candidates must demonstrate that they can follow instructions clearly; this begins with the submission of their application. Failure to submit by the advertised deadline, to provide proof of the advertised qualifications, or insufficient information within the application will result in an application's rejection.

**13. How do you select the candidates to be interviewed?**

All applicants who pass the written exams, have their resumes reviewed. After the resume review, a shortlist of the most qualified applicants is compiled for interviews.



**14. What is a passing mark for the interview?**

There is an established threshold mark of 70%. After the interview, written test scores and interview scores are combined. Candidates with the highest combination of marks are short-listed and the top scores are invited to continue in our process.

**15. Can I access my interview score?**

Yes, prior to the interview candidates are assigned a confidential identification number. Later, this number can be matched to their interview scores when they are posted on our website at [vancouver.ca/firejobs](http://vancouver.ca/firejobs).

**16. Is there the possibility of a post-interview to gain insight into areas in need of improvement?**

Yes, upon request the recruiting department will provide feedback on the interview.

**17. Can I meet with someone to review my resume?**

Yes, if a candidate contacts the recruiting department and time is available, the recruiter will schedule an appointment to meet with them.

**18. Are there any courses that VFRS recommends that will help me strengthen my resume?**

We do not recommend any particular courses. However, we do recommend that each candidate reviews VFRS requirements and from these criteria, determine their own individual strengths and weaknesses.

**19. Are there restrictions placed on candidates' age?**

As a minimum, candidates must have reached their nineteenth birthday but there is no cap for a maximum age.

**20. Can a firefighter who is employed in another city interchange their position with VFRS?**

No, candidates for Vancouver Fire must first apply at the entry-level as a recruit firefighter and if successful, complete the required probationary period.

**21. Can a person from outside of Canada apply to Vancouver Fire and Rescue Services?**

Yes, each year the department receives a number of enquiries regarding employment opportunities from persons living outside of Canada.



Any training already obtained by a candidate must meet the NFPA 1001 Level I & II standards, or be approved by International Fire Service Accreditation Congress (IFSAC) evaluators. If you already have the training but are not IFSAC certified, you must obtain documentation from a Fire Academy to support your IFSAC training and experience. Other options entail enrolling at a training academy to obtain your 1001 certification, or challenging the NFPA 1001 program criteria.

Check [www.ifsac.org](http://www.ifsac.org) for approved fire academies.

You will also need the legal right to work in Canada. Contact the [Citizen and Immigration Canada](#) office for more details.

22. Does VFRS have an international exchange program?

At this point, Vancouver Fire does not participate in an exchange program.

23. Does VFRS recruiting office hire for positions other than firefighters?

No, all support positions are filled through the City of Vancouver [Human Resources Office](#).

24. Does VFRS have any volunteer positions?

No, all firefighting duties are performed by paid members of the department.

25. Can interested persons ride along with a fire crew to learn more about the job?

Presently VFRS does not offer this to candidates.