



2024

VANCOUVER AIRPORT FIRE & RESCUE APPLICATION AND HIRING GUIDE





Our Vision

To be the best Aircraft Rescue & Firefighting Department in Canada.

Our Mission

Dedicated to protecting and educating our customers, our community, and our environment through the delivery of professional aircraft fire rescue services.

Our Values

Safety, Teamwork, Accountability, and Innovation



A Message from the Fire Chief

Welcome to our 2024 recruitment process. If you are goal-oriented and seek to be a part of a proud, progressive, and dedicated Fire & Rescue Team, then YVR Fire & Rescue is the place for you.

YVR Fire & Rescue is a value and integrity-based department with a strong culture of diversity, inclusion, and belonging that enables the team to deliver on our Mission, which drives us toward our Vision.

I know many opportunities are available to you in the quest for a firefighting career, and as such, I want to thank you for considering YVR Fire & Rescue.

Chane Thomas
Fire Chief



Vancouver Airport Fire & Rescue Application and Hiring Guide - 2024

Welcome to the 2024 YVR Fire & Rescue Firefighter Hiring Process. This guide is provided to help you navigate our process. To be as competitive as possible, following directions and paying attention to detail are important. Read this guide completely before continuing with your application.

2024 Steps

The following steps outline the necessary requirements and are subject to change. They are provided to give applicants an overview of our process. Applicants will be moved through the process as quickly as possible based on their individual progress through each step. Steps and/or dates will be communicated directly to the applicants prior to each stage of the process if they are moving forward.

- Step 1 – Application
- Step 2 – Written Testing
- Step 3 - In-Hall Assessment
- Step 4 – Panel Interviews
- Step 5 – Physical Testing
- Step 6 – Medical Examination
- Step 7 - Fire Chief's Interview
- Step 8 – Firefighter Suitability
- Step 9 – Job Offer

It is important that you read and understand the following information before you begin the application process:

- Applications will only be accepted through YVR's online application system. Applications received via any other means e.g., email, fax, or hard copy will not be accepted.
- It is important to use an email address that you check regularly. Communication with you throughout the recruitment process will be primarily through email. Please regularly check your junk folder, so you don't miss any communications.
- Follow the instructions in this guide and in any subsequent communication carefully. Failing to follow instructions may result in your removal from the process.
- Ensure you complete your application properly and include all the required documentation at the appropriate times, as outlined in this guide and in any subsequent communications.
- Incomplete applications will be screened out of the process.
- Qualifications without the required supporting documentation will not be considered.

Fire & Rescue Residency Requirement

- Due to the on-call nature of the work, any employee in Fire & Rescue, and any employee that undertakes acting assignments in Fire & Rescue, will be required to reside in an area that allows them a reasonable response time to the Airport. Specifically, employees will be required to reside within any of the following areas: District of Squamish, Lions Bay,



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

- Any location which requires ferry services to get to work, such as Bowen Island or Vancouver Island, is not within the residency requirements.
- The company will conduct annual checks to verify primary place of residence for all Fire & Rescue employees.
- These residency restrictions come into effect at the time of hiring and are an ongoing condition of employment.
- You will be responsible for paying the cost of all assessments upfront, however Vancouver Airport Authority will reimburse you the total amount during your probationary period. Should you voluntarily terminate your employment for any reason prior to successfully completing your twelve (12) month probationary period, you agree to pay back the Vancouver Airport Authority for any expenses that were reimbursed to you, in full. You may do this by either issuing a cheque payable to Vancouver Airport Authority or opting to have the amount deducted from your final pay



2024 Hiring Process Overview

Step 1 - Application

Application Period

Applications will be accepted during the period of August 16 – September 6, 2024 and must be submitted through YVR's Careers online application system found at: <https://careers.yvr.ca/fire-and-rescue>.

Do not call Human Resources or the Fire Department to ask if your application has been received.

If you have any questions about accessibility or require any technical assistance applying, please reach out to careers@yvr.ca.

Department: Emails on the next steps and/or dates will come from F&R_career@yvr.ca and/or Human Resources. Any questions or communications that aren't related to technical issues with the application process must be directed here as only email replies to this address will receive a response.

Please do not contact Human Resources or the Fire Department for an update on your application's progress.

Application Review

Applications will be screened to ensure applicants have all the basic qualifications. Applicants whose applications do not indicate that they have met all the basic qualifications (required at the time of application) will be screened out.

Step 2 - Written Testing

This is a competency assessment for the role of Firefighter. The assessment fee is \$105.00 and will be at the applicant's cost with reimbursement of this fee for successful candidates at the end of their probationary period.

Applicants moving forward in the process (whose applications indicate that they have met all the basic qualifications) may receive an email advising the details of the online testing, including how to register.



Step 3 - In-Hall Assessment

Applicants who successfully pass the written testing will be invited to an In-Hall Assessment. This stage will require the applicant to attend in person for an assessment.

After the physical testing, successful applicants will be provided with details including location, registration, and assessment date. The following is an overview of some of the components:

6 stations with bona fide skills tests as per BC EMA standards and NFPA JPRs

1. Medical Call Simulations
2. Hydrant
3. Hose Deployment
4. Ladder Skill
5. Hose Rolls
6. SCBA

Applicants will be required to provide all required certifications before the Panel Interview.

Step 4 - Panel Interview and documents verification

Shortlisted applicants will proceed to a structured panel interview which includes the required qualifications and documentation verification. A short list of applicants will be created based on the panel interview results.

Proof of BC Class 3 Driver's License

Applicants will be required to provide proof of a valid BC Class 3 Driver's License (manual or automatic) with airbrakes or an equivalent license from another jurisdiction. If the applicant holds an equivalent license from another jurisdiction and is successful through the recruitment process, they will be required to obtain a BC Class 3 Driver's License with airbrakes, as a condition of hire.

Police Information Check and Current Driver's Abstract

Applicants must provide a Police Information Check and an updated Driver's Abstract. Driver's Abstracts must be dated back 5 years for both personal and professional driving records with less than 6 points.



Documents and Education Verification

Candidates will be required to provide documentation to verify education and/or course requirements.

Any costs associated with obtaining the document requirements listed above will be at the applicant's cost.

Step 5 - Physical Testing

This will include the VO2Max Test and Strength Test. This test fee is \$250 + GST and will be at the applicant's expense with reimbursement of this fee for successful candidates at the end of their probationary period.

Applicants shortlisted will move on to physical testing. The appointment should take approximately 45-60 minutes, with the exercise portion taking approximately 20-25 minutes including warm-up and cool down.

VO2Max Test:

Applicants will be asked to obtain and provide a valid VO2 test, with a result of at least 45ml/kg/min. from SCIENCED Athletics in Burnaby, BC. You will undergo a maximal aerobic capacity test which will require you to complete a progressive walk/run protocol and cool down on a treadmill. You can expect to exercise starting at 3.5 miles per hour with an increasing incline from 0% to 15% grade, followed by 0.5 miles per hour increases in speed at a 15% grade until volitional termination of the test.

You will be asked to wear a one-way non-rebreathing face mask during this test while your expired gases are collected and analyzed by a metabolic gas analyzer that will be worn as a small backpack. A chest strap heart rate monitor will also be worn to monitor your heart rate throughout the duration of the test and to monitor heart rate recovery during the cool down.

Strength Test: Deadlift

You will be asked to lift a loaded barbell weighing 80 lbs. from ground level to waist level and back down six (6) times using a basic deadlift technique. Criteria will include weight lifted (80lbs), technique (neutral spine, knee extension followed by hip extension, full extension at the elbow, and position of the barbell relative to the body).

Strength Test: Shoulder Press

You will be asked to lift a barbell weighing 65 lbs. from shoulder level to an overhead position, and back to shoulder level four (4) times using a basic shoulder press. Criteria will include weight lifted (65lbs), technique (hand, arm, and elbow position relative to the barbell and body, extension at the elbow and shoulder, barbell position relative to the head when fully lifted, and neutral spine).



Strength Test: Hand Grip

You will be fitted with a hand grip dynamometer in your dominant hand and asked to stand with this same arm extended to the side. When prompted, you will be asked to squeeze the dynamometer as hard as you can while exhaling until you cannot squeeze any harder.

It is important to note, a passing V02 and strength test result does not guarantee you will move on to the next stage in the recruitment process. Applicants may voluntarily withdraw from the testing at any time.

Step 6 - Medical Examination

Applicants moving forward in the process will be contacted at the appropriate time and asked to arrange their comprehensive NFPA 1582 Occupational Medical Examination by Fire Health Services Ltd. If an applicant already has a Firefighter Medical Examination Certificate from Fire Health Services Ltd, it must be no older than 6 months and should not be submitted until requested.

The assessment fee is \$850 + GST and will be at the applicant's cost with reimbursement of this fee for successful candidates during their probationary period.

Step 7 - Fire Chief's Interview

Selected applicants will be invited to Fire Chief's interview that will be conducted by the Fire Chief and/or a designate and an HR representative.

Reference Checks

Following the Fire Chief's interview, reference checks will be completed for shortlisted applicants.

Step 8 - First Responder Suitability Assessment

From the Fire Chief's interview, successful applicants will move forward to a firefighter suitability assessment, an assessment of overall fit for the job, the Department, and the airport. The assessment will be conducted online and followed up with an interview with a workplace Psychologist.

Step 9 – Job Offer

Offer of Employment

Applicants who are successful through the process may receive an offer of employment. The tentative start date will be sometime in October 2024. An eligibility list may be created for hiring in 2025.



**Thank you for your interest in
YVR Fire & Rescue**

