



FAQ'S FOR PAID-ON-CALL (POC) FIREFIGHTERS

1. Is there a residency requirement to apply?

- Residency within the City of Colwood is not required however preference may be given to those residing within the Westshore or within a reasonable distance radius.

2. Do I need to submit a resume with my application?

- Yes, please submit a cover letter and up to date resume and any related firefighter or medical certifications that you may hold.

3. What if I don't have the prerequisites but I am going to obtain them soon?

- All applications will be accepted, however only those who meet the prerequisites of the recruitment intake will be considered.

4. If I am a member of another fire department, am I still able to apply?

- Yes, however you will need to provide written permission from your Fire Chief to apply.

5. How many POC positions are you recruiting for?

- The number of POC positions will depend on the needs of the department and the number of interested and qualified applicants.

6. As an applicant with my NFPA 1001 (Level II), am I required to complete additional training or orientation?

- Yes, those applicants who receive a conditional offer as a Recruit Firefighter will need to successfully complete a 4-week orientation/training evaluation period along with participation in three (3) night shift ride alongs.

7. Am I required to have a valid driver's license?

- Yes, all applicants must have a valid Class 5 B.C. Driver's License. Preference may be given to those with Air Brake Endorsement or Class 3 License.

8. How does fire department training work?

- Unlike other volunteer fire departments, we do not have a specific set day of the week for department training. Regular Firefighter training will take place on each night shift, however additional training may be provided on weekends as part of individual professional development or optional training opportunities.
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9. Do I need to get a criminal record check completed with the application?

- No, you will not need a criminal record check to apply, however applicants who receive a conditional offer as a Recruit Firefighter will need to provide an acceptable Police Information Check for Vulnerable Sector (PIC-VS).

10. As a POC Firefighter are there opportunities for casual employment or career opportunities?

- Yes, POC Firefighters are provided opportunities for casual Firefighter employment and may apply for internal Career Firefighter positions.

11. How am I compensated for my time?

- As a POC Firefighter you will receive compensation for your attendance of:
 - i. Scheduled 12-hour night shift (flat rate),
 - ii. Emergency callouts outside of scheduled night shifts (hourly rate),
 - iii. In-person training outside of regular night shift training (flat rates).

