



Centre Wellington Fire Rescue Volunteer Firefighter Application Process



Please review all information carefully before submitting your application and resume.

Mandatory Information Sessions

Attendance at **one** (1) of the following Information Sessions is **mandatory** for all applicants. All sessions are held at the Fergus Fire Station located at 250 Queen Street West. Please note that space is limited.

- Tuesday, September 15, 2026, at 1:00 p.m.
- Tuesday, September 15, 2026, at 7:00 p.m.
- Thursday, September 17, 2026, at 7:00 p.m.

To register for a session, please contact the Fire Administration office at 519-843-1950. Office hours are Monday through Friday from 8:30 a.m. to 4:30 p.m.

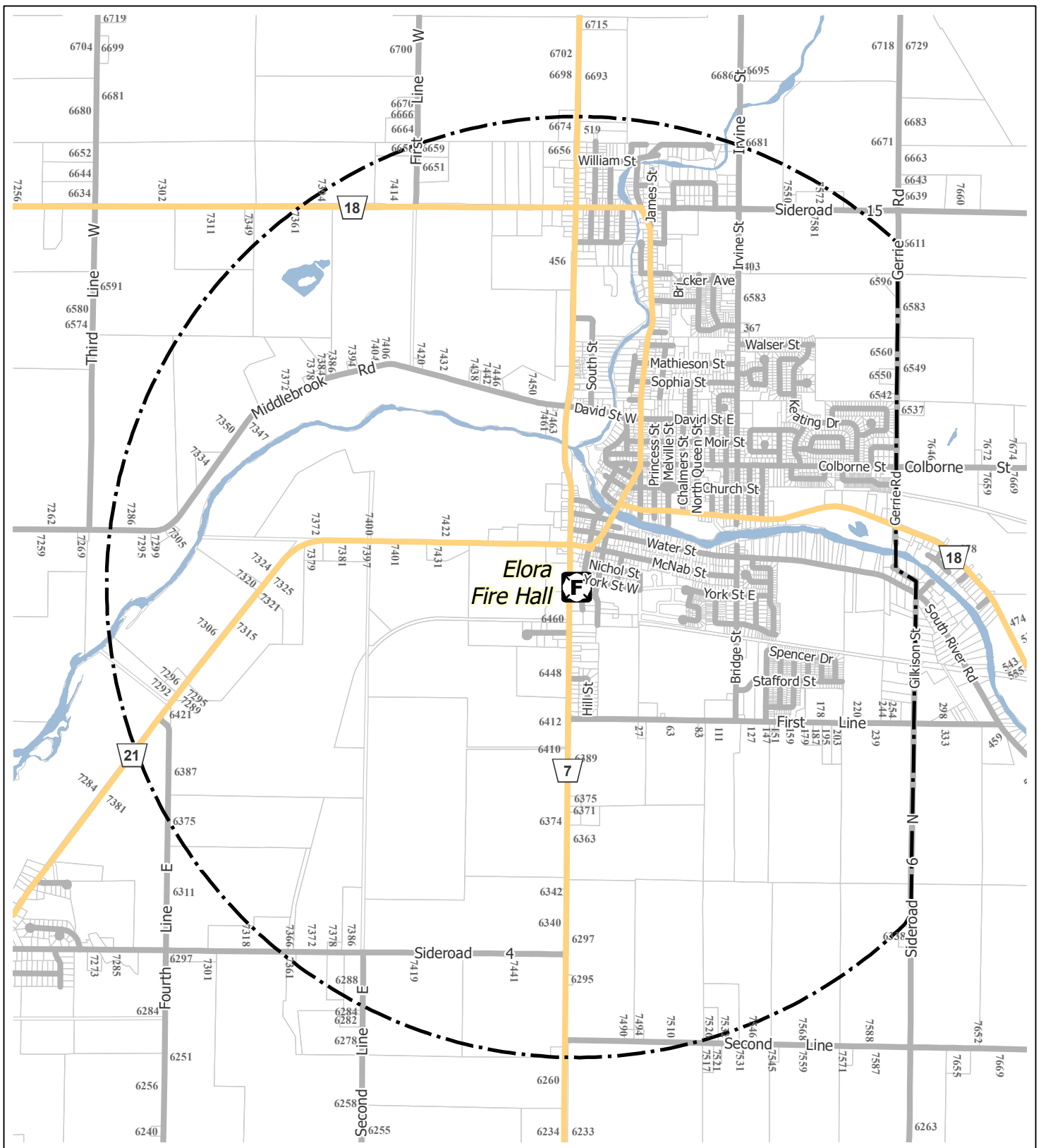
Application Submission

Interested applicants are encouraged to complete and submit an online application at www.centrewellington.ca/recruitment-training by October 1, 2026, at 4:00 p.m.

Please Note:

- Vulnerable Sector Checks are to be completed online at www.opp.ca/recordchecks
When applying, applicants must select Employment Purposes and a fee of \$41 will be required at the time of application.

Applicants must successfully complete a written aptitude test, job-related physical agility assessment, interviews, and the Recruit Firefighter Training Program. As a condition of employment, candidates will be required to provide a driver's abstract, Vulnerable Sector Check, and medical certificate confirming fitness for firefighting duties. Successful recruits must also possess, or be willing and able to obtain, a valid Ontario Class DZ driver's licence within five (5) years of employment. Additional details are available in the employment application package.



Elora Fire Station Catchment Area



Fire Hall



3km Catchment Area



Author: gwolowich

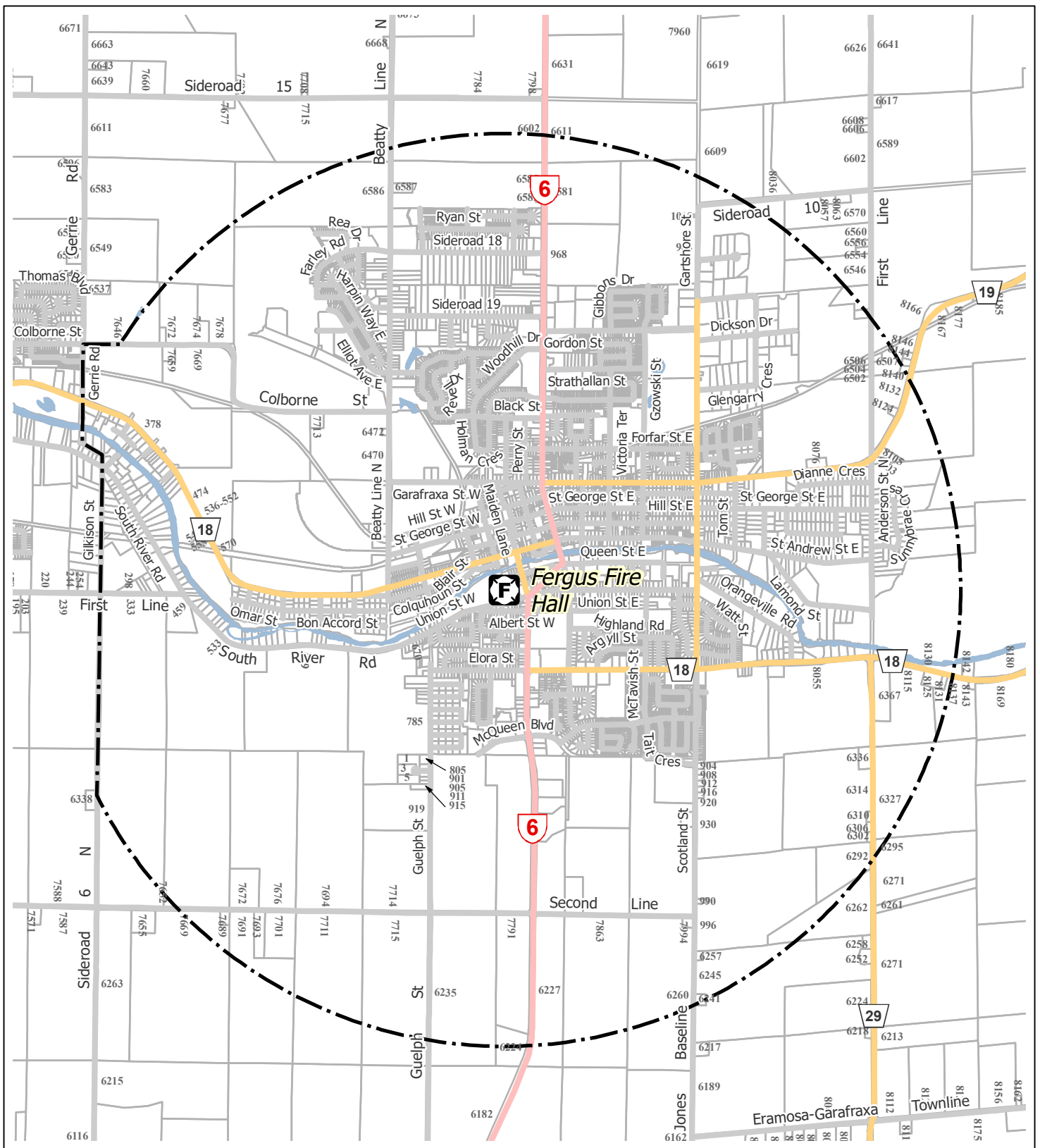
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Fergus Fire Station Catchment Area



Fire Hall



3km Catchment Area



Author: gwolowich

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CENTRE WELLINGTON FIRE RESCUE VOLUNTEER FIREFIGHTER



Join the Township of Centre Wellington where you can make a meaningful impact in a thriving, innovative, and welcoming community. As the largest municipality in Wellington County, Centre Wellington combines the charm of rural living with the vibrancy of urban life, offering an exceptional quality of life for residents and visitors alike. Our organization values integrity, collaboration, and innovation. Here, you'll be part of a dynamic team delivering services, driving creative initiatives, and shaping a future where everyone feels connected and supported. Discover your opportunity to grow, lead, and belong at Centre Wellington.

Volunteer Firefighters perform a variety of duties and other related work as required. This is manual work of a hazardous nature involving the fighting of fires, salvage, rescue work and first aid generally under the direct supervision of Department Officers. Regular training and maintenance work of the fire station and equipment is required. Firefighters may be required to make decisions and work without supervision until an officer arrives at the scene.

Main Duties and Responsibilities

- Respond to fires, rescues, hazardous material emergencies, and other emergencies assigned to his/her station.
- Lay and connect hose lines, nozzles, and other related appliances.
- Hold fire hose and direct fire streams.
- Operate pressure pumps as assigned.
- Operate elevating devices as assigned.
- Drive fire apparatus as assigned.
- Carry, deploy, and climb ladders.
- Operate rescue equipment.
- Perform technical rescue operations including swimming and repelling from height.
- Perform salvage work at fires and emergency scenes using salvage covers, vacuums, mops, squeegees, etc.
- Create ventilation by making openings in buildings, using exhaust fans or fog streams.
- Enter burning or contaminated buildings, structures, and other areas to perform rescues and/or fight fires while wearing required clothing and safety equipment.
- Provide first aid to the injured.
- Assist in cleaning and preparing firefighting equipment upon return to the station after an emergency call or a practice to in-service status.
- Attend regular training sessions to practice procedures and to learn firefighting and rescue methods.
- Clean and maintain areas of the fire station used by the members as scheduled.
- Assist with the fire prevention and public education programs.
- Other duties as assigned by Fire Chief or Senior Officer(s).

Qualifications

- Current Standard First Aid and CPR
- Proficient written & verbal communication skills
- Strong mechanical aptitude

Experience / Skills

- Must possess and maintain a Class DZ Drivers licence with a clean driver abstract or obtain a DZ within five (5) years of employment.
- In the absence of a DZ drivers' licence during the first five (5) years of employment, must possess a valid Class 'G' driver's license and maintain a clean drivers abstract.
- Solid understanding of the principles of hydraulics, normally acquired through a combination of education and experience.
- Mental alertness, mechanical aptitude
- Ability to get along well with others.
- Willingness to perform any task assigned.
- Conscientious and dependable.
- Ability to meet the physical demands and strenuous working conditions of the position.

Work Environment

The firefighter will be expected to respond and work in all types of weather and less than ideal conditions during all times of the day or night. Monitors radio communications at all hours and responds to emergency calls when required. Firefighters could have to enter hazardous atmospheres and environments and will be expected to work in a safe manner – in accordance with all applicable Acts, Regulations and Policies.

Supervision Given

Works under the direction of Department Officers.

Time Pressure

High degree of pressure associated with emergency situations involving major fires, accidents, hazardous materials, medical, rescues etc.

Responsibility

Supervision Received

- Limited freedom; however, in the absence of an Officer, functions with a greater degree of freedom.
- Impact of Errors
- In emergency situations errors may be costly and life threatening.

Interpersonal Contacts

- Other Firefighters, Station Officers, Senior Officers, Civic employees, and the Public.
- A high degree of confidentiality is required.

Physical & Cognitive Demands

- Requirement to report "fit for duty", both mentally and physically.
- Must have the ability to endure mental and physical stress associated with emergency situations in difficult environments.
- Must be able to meet minimum physical demands required of this position.
- Must have the ability to go from a totally relaxed state, even sleeping, to a fully excited state when the alarm sounds.
- Perform required tasks while wearing full personal protective equipment including self-contained breathing apparatus.
- Withstanding strong vibrations over extended periods of time i.e., riding in emergency vehicles, operating/holding heavy power tools in awkward positions, etc.
- Work quickly to extinguish fires in extreme heat and when visibility is poor/non-existent.
- Experience physically demanding tasks during extreme fluctuations in temperature.
- Lift, carry, extend, and climb ladders to extreme heights, while maintaining balance and manoeuvring in unwieldy positions.
- Able to work in hazardous areas that are hot, wet, slippery, muddy, icy, dirty, cramped, etc.

- Work on and around moving machinery, vehicles, and equipment.
- Exposed to emotional and confrontational situations.
- Being aware of and protect against burns and other injuries; exposure to sharp objects, hazardous substances through inhalation, injection, ingestion, and absorption; high noise levels; infectious agents/biological hazards; radiation hazards; smoke; dust; noxious odours and contaminants; uninstalled or unshielded electrical equipment.

Medical Examinations

- You are required to complete a medical examination and provide a physician's letter confirming fitness for duty when requested by the Fire Chief or Senior Officer(s). **You will need to provide your signed Physician Consent Form the day of the Physical Agility Testing.**

Additional Information

- The firefighter is expected to respond with little or no advanced warning and work in all types of less-than-ideal weather conditions. This may involve the entering of hazardous atmospheres and areas of personal risk. The firefighter will keep all protective equipment in a state of readiness to respond.
- There is a probation period of one (1) year after successfully completing the recruit training program.

Hourly Rate: \$22.14 (1st Yr) to \$37.68 (4th Yr) (2026 Rates)

How to Apply: Interested applicants are requested to submit a **single document** that includes their application, cover letter and resume in MS Word or PDF format by email to firerecruitment@centrewellington.ca by **October 1 ,2026 at 4:00 p.m.** Please quote '2026 Volunteer Fire Recruitment' in the subject line.

We thank all those that apply; however, only those candidates selected for the recruit process will be contacted. **No phone calls please.**

Information gathered relative to this position is done so in accordance with the Municipal Freedom of Information and Protection of Privacy Act and will only be used for candidate selection. The Township of Centre Wellington is committed to an inclusive, barrier-free recruitment process. If you require accommodation at any stage, please contact us at hr@centrewellington.ca

The lands we know today as the Township of Centre Wellington have been home to Indigenous peoples since time immemorial. We acknowledge that we are on the treaty lands and traditional territory of the Anishinaabe and the Haudenosaunee ([read more](#)).

CENTRE WELLINGTON FIRE & RESCUE SERVICES

Justification of Written Aptitude & Physical Testing for Volunteer Firefighters

Written Aptitude Testing

The written aptitude test is used to evaluate the candidate in a variety of areas in a multiple-choice format. This test was designed in-house but is modelled after standard aptitude tests that are used throughout the province. For a candidate to proceed to the physical agility test, the applicant must obtain a mark of seventy percent (70%).

COMPREHENSION:

The recruit training program is a fast-paced program that covers tremendous amounts of essential material in a very short time. This material is the backbone of the training program, and the individual must have the ability to learn in an accelerated environment. The candidate is given a passage to read at the beginning of the test. Following the passage there is a series of questions that require the candidate to extract the meaning of the passage.

REASONING:

The ability to reason and make sound decisions with limited information is an essential skill that every firefighter must have if he/she is to operate safely. The candidate is given a problem and asked to select the most appropriate solution.

PROBLEM SOLVING:

Problem solving skills are indispensable on the fireground. The candidate is given a variety of problems ranging from figuring out the pressure lost in a hose line to figuring out the length of a group of ladders. All necessary information is provided in the question. Prior knowledge of fire service operations is not required to solve the question.

MECHANICAL APTITUDE:

Firefighters must have ability to interpret written or pictorial instructions/diagrams and relate them directly to their real-world counterparts. This skill may be required to read a blue print, fire pre-plan document or interpret equipment instruction. The candidate is given a variety of questions that test different aspects of mechanical aptitude. These questions range from counting number of blocks in a pile to figuring out the direction of pulleys and gears.

BASIC MATHEMATICS:

The level of math required for this test is the equivalent of Grade 9 -- Basic. Basic math skills are required in several areas in the fire service. A pumper operator must have the ability to calculate safe working pressure for handlines working off his/her pump. The incident commander must be able to calculate the required fire flow for a building, to ensure that adequate resources have been assigned. These are only a few examples of where basic math skills are utilized on the fireground. The candidate is given questions that evaluate his/her ability to add, subtract, multiply and divide.

GENERAL MAPPING:

Firefighters must be able to read a map to ensure they can promptly and efficiently respond to emergency calls. This entails identifying the fastest and most direct route to the incident location while also being alert

for any potential obstacles that may affect their route, such as closed roads or bridges. Candidates are given various call scenarios and are tested on their ability to accurately determine the correct route, address or intersection.

Physical Agility Testing

Applicant must provide their Signed Physician Consent Form the day of the Physical Agility Testing.

The physical tasks that make up this test are designed to be directly related to fire suppression operation. Firefighters must have the strength, agility and endurance to carry and climb ladders, wear and use self-contained breathing apparatus, place and operate hose lines, execute a rescue and many other demanding evolutions. Since all the **timed** job-related tasks represent the minimum standard, the candidate must be able to complete all the tasks in the time allotted.

Firefighting is a labour-intensive job that requires the individual to maintain a definite skill level in many areas. These skills are necessary to allow the individual to operate safely and effectively on the fireground.

Task #1 -- Hose Carry & Climb

Fires do not always happen at ground level. Many times, fires can occur in the upper floors of a high-rise building. Firefighters must move the equipment to the fire area. This usually involves the carrying of hose, fans, air cylinders, etc. to a predetermined staging area in the building. The candidate is asked to carry an approximate 80lb bundle of hose (2 lengths of 65mm hose) up the equivalent of five storeys of the stairs and then return to the ground floor. This is used to simulate the moving of equipment from the apparatus to the staging area.

Task #2 -- Rope Pull

Firefighters are often required to haul hose lines or equipment to the roof of buildings. This task is used to test the candidate's upper body endurance as well as strength. The candidate is required to raise and lower an approximate 80lb weight the height of five storeys using a hand over hand method.

Task #3 -- Victim Carry / Drag

The candidate is asked to drag a mannequin weighing approximately 175lbs through a set of cones. This task is used to test the candidate's ability to rescue a trapped victim or downed fully dressed firefighter.

Task #4 -- Forcible Entry Test

Firefighters are often required to forcible enter buildings through doors etc. as part of their firefighting duties. Using a sledgehammer, the candidate is required to forcible move an object weighing approximately 200 lbs a distance of 12 inches.

Task #5 -- Weight Carry

Firefighting involves a wide variety of equipment. The approximate 70lb weight carry is used to simulate the setting up of various types of equipment. (i.e. generators, smoke ejectors, etc.)

Task #6 -- Hose Drag

Operating and maneuvering hose lines on the fireground can be a very demanding but essential task. The candidate must have the ability to reposition charged handlines so they may be used

to their best advantage. The weighted sled (approximately 160lb) is used to simulate the weight of a typical charged handline.

Task #7 -- Ladder Lift

This task tests the candidate's upper body strength. Staffing is often at a premium, so firefighters are often tasked with moving and setting up equipment by themselves and it is essential that the candidate be able to remove and raise a small ladder without assistance. The candidate is required to walk 50 feet with a 14-foot ladder and raise against the building and then lower and return to the starting position.

Task #8 -- Claustrophobia Test:

This test is used to determine the candidate's ability to function under zero visibility conditions. The calmer the candidate remains, the more efficient his/her air usage will be when called upon to wear a SCBA.

Task #9 -- Ladder Climb:

The ladder climb is used to judge the candidate's ability to work at elevated heights. This could range from working off a ladder to the second floor, guiding a nozzle from the tip of a 75ft aerial or assisting in high-angle rescue. The candidate will be required to climb a 24-foot ladder and perform a leg lock as shown and then descend.

These tasks listed above are not arbitrary tests pulled out of the blue to torture new candidates, nor are they barriers to stop the hiring of any particular target group. The tasks listed above are scaled down versions of the tests universally recognized by fire departments throughout Ontario and were developed by the University of York's Kinesiology Department.

This group of people specialize in the mechanics of the human body. They were given the job of developing tests that would directly relate to everyday firefighting activities on the fireground. These tests were modified for Centre Wellington Fire Rescue in order to implement this hiring standard with minimal cost to the department.

OVERALL SCORING:

The scoring scheme was designed to ensure that the ranking of candidates was based on competence. The process was implemented by the training division to assist the senior management in the selection of recruits. This process of scoring by competence is used throughout the province as part of the selection process. Hiring based on competency is the only fair way to select individuals. It must be noted this is only one part of the process.

It has been recognized throughout the development of this hiring standard that hiring for a volunteer department requires some extra considerations. Due to the nature of the operation, staffing availability must be taken into consideration during the hiring process. Daytime availability must play a part in the selection process but should be used as an excuse for compromising the hiring standard.

The purpose of assigning an overall score is to allow for the unbiased selection of equally qualified individuals.



August 31, 2026

To Ontario Provincial Police,

RE: REQUEST FOR VULNERABLE SECTOR CHECK

Name of Applicant: _____

Address: _____

Contact Phone No.: _____

This letter is to formally request a Vulnerable Sector Check for the applicant listed above for potential employment with Centre Wellington Fire Rescue as a Volunteer Firefighter, which is a paid position.

Due to the nature of this role, the applicant will have direct contact with vulnerable individuals of all ages and disabilities during any fire rescue operations and/or fire public education events within our community.

A Vulnerable Sector Check is a requirement for this position to ensure the safety and well-being of those we serve.

Thank you for your assistance.

Yours Truly,

Jason Benn, Fire Chief
Centre Wellington Fire Rescue
250 Queen Street West
Fergus, ON N1M 1S8
519-843-1950

PHYSICIAN CONSENT FOR JOB RELATED & GENERAL FITNESS TESTING FOR A FIREFIGHTER

Candidate Name: _____

Date: _____

Simulate Firefighter Job Related Tasks & General Fitness Testing Standards include:

1. **Hose Carry and Stair Climb Test:** Carry an approximate 80lb bundle of hose up the equivalent of five storeys of stairs and then return to the ground floor.
2. **Hose Lift Test:** raise and lower an approximate 80lb weight the height of five storeys using a hand over hand method.
3. **Victim Carry / Drag Test:** Drag a manikin weighing approximately 175lbs a distance of 25 feet.
4. **Forcible Entry Test:** Using a sledgehammer, forcible move an object weighing approximately 200lb a distance of 12 inches
5. **Weight Carry Test:** Carry approximately 70lb through an obstacle course.
6. **Weighted Sled Pull Test:** Drag a weighted sled of approximately 160lb a distance of 45 feet.
7. **Ladder Raise & Lower Test:** Raise, lower and walk 50 feet with a 14-foot ladder.
8. **Confined Space Test: Determine** the ability to function under zero visibility conditions.
9. **Ladder climb Test:** Climb a 24-foot ladder and perform a leg lock as shown and then descend.

Note: Blood pressure and pulse will be monitored before and after fitness testing.

STATEMENT OF FAMILY PHYSICIAN OR OTHER MEDICAL PRACTITIONER

After having examined the candidate, or otherwise being aware of the candidate's physical condition, I hereby certify the candidate is fit to attempt the tests outlined above.

Physician
Signature: _____

PHYSICIAN STAMP
(if available)

Address: _____

Telephone: _____