



Volunteer Firefighter – Class III (Probationary)

Grimsby Fire Department

The Opportunity:

This is an exciting opportunity for individuals who have a desire to keep their community healthy and safe. As part of Grimsby Fire and Emergency Services, you will join a long line of firefighters who have demonstrated dedication, service, compassion, and integrity in protecting life and property within the Town of Grimsby.

The Portfolio:

Reporting to the Officers of the Department, the Volunteer Firefighter responds to fires, rescues, medical emergencies, motor vehicle collisions and any other dispatched calls. The Volunteer Firefighter is responsible for rapidly, efficiently, and safely performing various duties under high pressure emergency conditions involving considerable hazard. The Volunteer Firefighter participates in programs designed for the prevention of fires, saving of life and protection of property and environment including fire prevention, public education, training, communications, and other departmental programs. The Volunteer Firefighter is required to perform administrative tasks which include, but are not limited to, completing logs, forms, witness statements, station records, and other reports as required. Regular training and maintenance work of the fire station and equipment is required.

The Candidate:

Grimsby Fire is looking for individuals who are committed to volunteerism and community involvement, and demonstrate personal values of trust, honesty, integrity, compassion, and empathy. As a candidate for this position, you have achieved a secondary school diploma or completed post-secondary education courses related to emergency services. You have previous training and/or experience operating heavy vehicles and machinery, and firefighter or emergency service experience. You can follow direction, make decisions and react calmly in high stress or emergency situations, and have a strong work ethic and motivation to serve.

The Grimsby Fire Department offers candidates for this position a wage of **\$22.81 per hour** (2026 Rate).

How to Apply:

The **Volunteer Firefighter Application** package is available for pick-up at Grimsby Town Hall (160 Livingston Avenue) Monday to Friday from 0830 – 1630 hrs. or on our website at **grimsby.ca/firefighter-recruitment** between September 14th and October 19th, 2026.

Interested candidates are required to attend one (1) of two (2) scheduled **mandatory orientation** sessions at the Grimsby Regional Training Centre (167 Mountain Rd., Grimsby):

- Thursday, October 22nd, 2026 at 1900 hrs; or
- Saturday, October 24th, 2026 at 0900 hrs

Registration for the orientation session will be completed at the time of application drop-up. Significant others are strongly encouraged to attend the orientation session.

Note that doors are locked promptly at the indicated start time. **No admissions will be permitted after the scheduled start time.** Significant others are strongly encouraged to attend.

We thank all applicants for their interest, however only those selected for an interview will be contacted.

The Town of Grimsby is an equal opportunity employer committed to an inclusive, barrier-free recruitment and selection processes, and work environment. We will accommodate the needs of applicants under the Human Rights Code and Accessibility for Ontarians with Disabilities Act (AODA) throughout all stages of the recruitment process. Please contact the Office of Human Resources, hr@grimsby.ca if you need assistance.

Personal information collected will be used in accordance with the Municipal Freedom of Information and Protection of Privacy Act for the purpose of candidate selection.



JOB POSTING

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Duties and Responsibilities:

1. Emergency Response and Operations

- 1.1 Responds to fire emergencies and performs fire ground operations as part of an emergency response crew.
- 1.2 Responds to emergency rescue incidents and performs rescue operations.
- 1.3 Responds to medical emergencies and performs emergency patient care.
- 1.4 Responds to hazardous materials incidents and performs operations to mitigate and control the incident.
- 1.5 Responds to emergency calls in a safe and expedient manner and in accordance with the *Highway Traffic Act, R.S.O. 1990, c. H.8*.
- 1.6 Performs the various methods and techniques used in extinguishing and preventing fires and rescue techniques.
- 1.7 Operates portable pumps, elevating devices, rescue equipment (both hydraulic & hand tools) as assigned.
- 1.8 Ventilates buildings to release heat, smoke, and gases by making openings in buildings, using axes, power tools and exhaust or positive pressure fans.
- 1.9 Operates and maintains fire apparatus and equipment.
- 1.10 Performs salvage work and overhaul at fire and emergency scenes using salvage covers, vacuums, mops, squeegees, and other equipment as assigned.

2. Maintenance

- 2.1 Conducts routine maintenance and cleaning of all types of apparatus and equipment used at Station 1 and Station 2.

3. Training

- 3.1 Participates in weekly training sessions and maintains a minimum quarterly attendance rate of 80% recruit training and 75% thereafter.
- 3.2 Participate in all mandatory training sessions (approximately four per year).
- 3.3 Responsible for upgrading and maintaining skills/knowledge and physical requirements to current standards.

4. Fire Prevention and Public Education

- 4.1 Participates in public fire safety education and public education activities and participates in fire safety inspections.
- 4.2 Provides excellent customer service as well as being a leader in public fire and life safety education through participation in public relations projects involving visits, displays, lectures, demonstrations, parades, etc.

- 4.3 Perform inspections and assessments related to fire prevention duties.
- 4.4 Assists with the fire prevention program and training programs. This may include preparation and delivery of training materials, drills, etc.

5. Other

- 5.1 Works in a safe manner in accordance with the Occupational Health and Safety Act, associated regulations, other applicable legislation, Town by-laws, policies, procedures, and guidelines.
- 5.2 Other related duties, as assigned by the Fire Chief, Deputy Fire Chief, District Chiefs or Captains.

The successful candidate will possess the following:

Education

- Secondary school diploma or equivalent.
- Post-secondary education courses related to emergency services are considered an asset.

Experience

- Previous firefighter or emergency service experience.
- Training and experience operating heavy vehicles and machinery.
- Previous experience with rope rescue and rappelling is considered an asset.

License, Registration and Training

- Pre-Service Firefighter Education and Training Program Certification or NFPA 1001-Firefighter I and II certifications are considered an asset.
- Certified in Standard First Aid and CPR/AED Level C is considered an asset.
- Police Vulnerable Sector Check (Level 3) to the satisfaction of the Town, upon receiving a conditional offer of employment.
- Valid and unrestricted Class “G” driver’s license with access to reliable transportation and be able to travel to various locations across the Town.
 - Must provide a Driver’s Abstract from the Ministry of Transportation to validate a clean driving record upon receiving a conditional offer of employment.
- Valid Class “D” Drivers’ License with “Z” endorsement for air brakes with a clean driving record is considered an asset.
- Completion of a PADI (Professional Association of Diving Instructors) certified Open Water Scuba Diving Course considered an asset.

A combination of education, training, and experience may be considered.

Knowledge/Skills/Abilities

- Commitment to volunteerism and community involvement as demonstrated by experience volunteering in social/civil/community events and initiatives, non-profit organizations, counselling, crisis intervention.
- Commitment to personal and professional development and in continuing training and education through ongoing learning.
- Knowledge of applicable federal, provincial, and municipal legislation, regulations, codes, by-laws, standards, industry practices.
- Knowledge of health and safety duties and responsibilities.

- Ability to follow direction, make decisions and to react calmly and quickly in emergency situations.
- Strong driving skills (i.e., accident avoidance, skid control).
- Ability to respond to emergency calls in a safe and expedient manner.
- Strong work ethic and motivation to serve.
- Excellent communication and people skills.
- Ability to demonstrate compassion, accountability, honesty, and integrity.
- Speak, read, and write English fluently and communicate clearly and precisely under high pressure and demanding situations.
- Fluency in a second language or sign language is an asset.

Mandatory Requirements

- 18 years of age or older at the time of application.
- Legally entitled to work in Canada (Canadian citizen, a landed immigrant, or have a work permit).
- No criminal convictions for which a pardon has not been granted.
- Must be physically fit to perform the bona-fide occupational duties of a firefighter. Candidates are required to successfully complete a version of the Fire Ontario Screening Service Canadian Physical Agility Test (CPAT & Acrophobia).
- Must be medically fit to perform the bona-fide occupational duties of a firefighter. Successful candidates are required to have a prescribed Medical Assessment including respiratory assessment completed by their physician (upon receiving a conditional offer of employment).
- Must be able to respond within seven (7) minutes to Station 1 (261 Ontario St., Grimsby).

Additional Requirements

- Candidates are required to complete a written Aptitude test with a passing grade.
- Must maintain minimum attendance requirement for emergency response and training sessions – ability to respond to 35% of emergency calls.
- Must meet the attendance requirements of the Fire department training program (180-200 hours annually).