

## **2019 Career Firefighter Recruitment**

### **FREQUENTLY ASKED QUESTIONS**

**I will not have completed all of my certifications at the time of application, but anticipate completing them before the end of the process. Can I still apply?**

No, you cannot submit an application if you have not fully completed the required certifications. You must be fully certified and/or licensed in order to submit an application. Note that all license dates will be verified against the date of application. Falsification of any of your answers will eliminate you from the hiring process and may negatively affect future applications to West Kelowna Fire Rescue.

**Can I apply if I am not a resident of West Kelowna?**

Yes, you can apply if you live outside the City of West Kelowna. However, be advised that the hiring process may take several months and will require you travel to West Kelowna several times, and sometimes you will need to attend in West Kelowna for consecutive days.

**Do I need to attach all of my supporting documentation when I submit my resume?**

Yes, you need to attach the required certifications when submitting your resume online. See STEP 1 in the Recruitment and Selection Process document.

**Do I need post-secondary education?**

No. Post-secondary education is not a mandatory requirement, although we do consider it a preferred qualification.

**Do you accept Pro Board certification?**

Yes. We consider Pro Board certification to be the equivalent of IFSAC certification.

**How long is the hiring process?**

Although it may vary in length, you may expect the process to last 1 to 4 months.

**Is there a cost for applying?**

There is no cost for applying and candidates DO NOT have to pay for any assessment fees, however, the candidates are responsible for the NFPA firefighter medical exam, which must be provided by an accredited 3<sup>rd</sup> party Physician. This medical exam will only be required from candidates advancing to this stage. Candidates will also be responsible for the criminal records check fee.

**Which medical licensing do you require?**

We will only accept applicants with current EMA licensing (formerly FR3) or greater (e.g. Primary Care Paramedic or Emergency Medical Responder licensing). A valid license can only be issued by a recognized licensing agency within the province of British Columbia. Please refer to the Ministry of Health website at <http://www.health.gov.bc.ca/ema/> for further information.

**I have a Fire Training Certificate but it is not the NFPA 1001. How can I find out if it is equivalent?**

You can go to the NFPA website at [www.nfpa.org](http://www.nfpa.org) and inquire there. All equivalent certificates to the 1001 should have an Accreditation Seal on them from either IFSAC or Pro Board to be deemed equivalent.

**I am not sure I understand the vision standard. Can you explain the requirement?**

The standard for vision in the WKFR Operating Guideline states that you must have minimum 20/100 vision, combined, uncorrected and 20/30 vision, combined, corrected. What this means is:

*20/30 vision, combined, corrected* – If you wear corrective lenses, the lenses must correct your vision to a minimum of 20/30 combined. One eye may be better than 20/30 and the other worse, as long as the Employer’s eye specialist can determine that the average vision between both eyes can be corrected to 20/30 or better (between 20/30 and 20/20, combined, corrected).

If you do not require corrective lenses and your eye specialist has never suggested that you should consider corrective lenses, it is reasonable to believe you exceed the standard for vision. This should be confirmed by an eye care practitioner.

Meeting or exceeding above vision standard means you would indicate “Yes” for the vision question in the online application. Your answer will be verified if you proceed to the medical evaluation stage of the process.

The vision standard also states that you will have color and peripheral vision suitable to the position of firefighter and disqualifies anyone with a disease of the eye that would render them unfit for the position of firefighter. If you are not informed as to the condition of your eyes, it is recommended that you receive a full eye exam from an ophthalmologist prior to pursuing your firefighter certifications.