



DISTRICT OF OAK BAY FIRE DEPARTMENT

Fire Fighter

This is an IAFF Local 1856 position with a monthly salary of \$6,854* plus a competitive benefits package (*based on 2024 rates)

Oak Bay and Saanich Fire Departments are working together to recruit qualified and motivated individuals to join our professional firefighting teams. Both departments provide comprehensive emergency services to our communities, including fire suppression, rescue, hazardous materials response, and medical aid.

Applications are now being accepted for future recruit Fire Fighter positions. Selected candidates will be placed in a joint eligibility pool (with Saanich Fire Department) or single department pool for future positions. Applicants must be in good health, be able to meet established medical and academic standards, qualify in essential job function and aptitude tests, and have demonstrated the ability to work in a team environment.

Minimum requirements to apply include high school graduation or equivalency, legal entitlement to work in Canada, Driver's License Abstract within 30 days of application, and current BC EMA Licensing Board First Responder License, or a higher level of EMA License.

The following requirements must be met by December 15, 2025:

- Proof of NFPA 1001 Fire Fighter I and II certification with appropriate IFSAC or Pro Board Seal
- A valid Class 3 B.C. Driver's License with air brake endorsement.

In addition, a Police Information Check with Vulnerable sector clearance and proof of completion of an approved fire fighter Fitness Evaluation (UVic Fire Test or equivalent) must be completed prior to placement on an eligibility list.

The 2025 Fire Fighter Application Guide is available on the District of Saanich's website at www.saanich.ca/careers

Completed applications must be submitted through the posting at www.saanich.ca/careers and received by 11:45 p.m. on WEDNESDAY, NOVEMBER 05, 2025. Applications will not be accepted if mailed, couriered, dropped off in person, or sent by email.

We thank all applicants for their interest; however, only those selected for further consideration will be contacted. If you have been shortlisted and require accommodation throughout the hiring process, we would be pleased to discuss how to best accommodate your needs.