
**TOWN OF CRESTON
PAID-ON-CALL FIREFIGHTER
CRESTON VALLEY FIRE SERVICE**

Job Title: Paid-On-Call Firefighter	Department: Fire Department	Division: Protective Services
Classification: Exempt	Supervisor's Title: Fire Chief	Date: July 2026

JOB SUMMARY:

The Creston Valley Fire Service provides emergency fire rescue and medical response services, emergency fire suppression as well as a variety of non-emergency community services to the communities of Creston, Erickson, West Creston, Canyon-Lister, Lakeview-Arrowcreek and Wynndel. Paid-On-Call Firefighters are trained to respond to a wide range of emergencies including structure fires, motor vehicle collisions, hazardous materials incidents, medical emergencies, and many other situations that require quick thinking and decisive action. Our primary mission is to serve and protect our community.

The Firefighters of the Creston Valley Fire Service work to prevent emergencies before they occur through fire prevention initiatives, inspections, and public education programs. While many of these activities are led by department staff, firefighters are expected to support and participate in community education efforts.

A Paid-On-Call (POC) Firefighter provides emergency response, fire suppression, rescue services, public assistance, and community support within the fire protection area. The firefighter works as part of a professional emergency response team and is expected to maintain a high standard of operational readiness, training, safety, and public service. Readiness is achieved through continuous and comprehensive training, continuous education, pre-incident planning, modern equipment, and an ongoing commitment to learning and development.

This includes considerable work outside of regular hours, standby on a rotational basis and a commitment to respond to emergency incidents.



238 10th Avenue North
PO BOX 1339
CRESTON BC V0B 1G0

PHONE 250.428.2214
FAX 250.428.9164
info@creston.ca

WEBSITES:
CRESTON.CA
LETSTALK.CRESTON.CA

IMMEDIATE SUPERVISOR:

Fire Service Support Supervisors

JOB RESPONSIBILITIES:

Emergency Response and Fire Suppression

- Respond promptly and safely to emergency incidents as directed by fire dispatch or supervising officers.
- Respond to non-emergency service calls as required.
- Perform firefighting duties including fire suppression, exposure protection, ventilation, salvage and overhaul operations.
- Conduct search and rescue operations in structures and other emergency environments.
- Follow established incident command procedures and operational guidelines during all emergency responses.
- Carry out assigned duties effectively while working in dynamic, hazardous, and stressful environments.

Rescue Operations and Medical Assistance

- Participate in vehicle extrication, rope rescue, and other technical rescue operations as trained and assigned.
- Provide emergency first aid and patient care within the scope of training and departmental protocols.
- Assist in the rescue, stabilization, and removal of injured or trapped persons.
- Support other emergency agencies when operating at multi-agency incidents.

Training and Professional Development

- Attend and actively participate in scheduled weekly training sessions, exercises, and drills.
- Maintain required certifications, skills, and competencies related to fire and rescue, emergency medical response, and equipment operation.
- Stay current with firefighting techniques, rescue practices, industry standards, and emerging trends.
- Assist with the coordination, delivery, and evaluation of training programs when requested by the Training Officer, Fire Service Support Supervisors, Assistant Fire Chief or Fire Chief.
- Demonstrate a commitment to continuous learning and professional development.

Equipment and Operational Readiness

- Inspect, clean, maintain, and care for assigned personal protective equipment (PPE), clothing, tools, and apparatus.
- Report equipment deficiencies, damage, or required repairs to the appropriate officer.
- Assist with routine maintenance, testing, and inventory of fire department equipment and facilities.
- Ensure personal equipment and assigned apparatus remain in a state of operational readiness.
- Safely operate fire apparatus, emergency vehicles, and specialized equipment when appropriately trained and authorized.

Standby and Availability Requirements

- Participate in scheduled on-call and standby duty rotations to help maintain minimum response capabilities during weekends, holidays, and other designated periods (Creston Hall personnel).
- Maintain an acceptable level of emergency response attendance as established by departmental standards.
- Remain prepared and available to respond to incidents when on duty or assigned to standby coverage (Creston Hall personnel).

Community Service and Public Relations

- Participate in public education initiatives, community outreach programs, demonstrations, and special events conducted by the fire department.
- Represent the fire department in a professional, courteous, and respectful manner at all times.
- Foster positive relationships with residents, businesses, partner agencies, elected officials, municipal staff, and community stakeholders.
- Support the department's commitment to public safety and community engagement.

Administration and Compliance

- Complete required incident reports, training records, inspections, and other administrative documentation accurately and in a timely manner.
- Follow all departmental policies, procedures, operational guidelines, and safety standards.
- Maintain confidentiality regarding emergency incidents, departmental operations, personnel matters, and other sensitive information.
- Refrain from discussing department business with the media, public, municipal staff, or on social media without authorization from the Fire Chief or designated spokesperson.
- Follow oral and written directions provided by supervisory personnel.

Physical and Mental Requirements

- Maintain the physical fitness necessary to perform firefighting and rescue duties safely and effectively.
- Lift, carry, deploy, and operate ladders, hoses, tools, equipment, and patients while wearing personal protective equipment and self-contained breathing apparatus (SCBA).
- Work may be in confined spaces, elevated locations, hazardous atmospheres, extreme temperatures, low-visibility conditions, and other challenging environments.
- Perform effectively under pressure during emergency situations involving risk to life, property, and the environment.
- Possess the strength, stamina, agility, cardiovascular fitness, and mental resilience required for emergency operations.
- Performs other related duties as assigned.

REQUIRED KNOWLEDGE, ABILITIES AND SKILLS

- Work effectively as a member of a cohesive and professional emergency response team.
- Demonstrate respect, integrity, accountability, and professionalism in all interactions.
- Maintain a positive and cooperative working environment with department members, municipal employees, elected officials, and the public.
- Exercise sound judgment and diplomacy while working with limited supervision.
- Contribute to a culture focused on safety, teamwork, and continuous improvement.
- Maintain a strong working knowledge of the streets, locations, occupancies, infrastructure, and hazards within the fire protection area.
- Demonstrate knowledge of firefighting, rescue, emergency medical response, and fire department operations.
- Apply safe work practices and risk management principles in all activities.
- Communicate effectively, professionally, and respectfully with supervisors, co-workers, partner agencies, and the public.

JOB REQUIRED QUALIFICATIONS:

1. Grade 12 graduation or GED/CAEC.
2. Ability to provide satisfactory police information check and vulnerable sector check.
3. British Columbia Class 5 Driver's License and ability to provide clean driver's abstract.
4. Available to attend weekly training sessions including training on some evenings and weekends.

PREFERRED QUALIFICATIONS:

1. Post-secondary education in fire service administration, emergency management, business administration or public administration or a combination of experience and education.
2. Previous experience as a firefighter.
3. BC Driver's Licence, Class 3 with air brakes endorsement.
4. NFPA Training courses.
5. BCERMS ICS Training.

GENERAL WORK EXPECTATIONS & CONDITIONS

- Required to attend regularly scheduled firefighter training sessions, as required.
- Job requires mental alertness to ensure the safety of others.
- Job requires some physical exertion and sufficient physical ability to perform duties as a firefighter.
- Job involves mental and visual concentration.
- Required to respond to emergency situations.
- Working conditions contain moderate risks which require planned safety precautions for limited periods of time.
- May be subject to inclement weather during the discharge of responsibilities.
- General office, fire apparatus bays and varied emergency incident scenes.
- See in the normal visual range with or without correction; vision sufficient to read computer screens and printed documents.
- Hear in the normal audio range with or without correction.