



THE CITY OF NIAGARA FALLS

Fire Department

CAREER FIREFIGHTER RECRUITMENT GUIDE

Revised February 2026

Table of Contents

CAREER FIREFIGHTER RECRUITMENT GUIDE	1
City of Niagara Falls Mission Statement	3
Message from the Fire Chief	3
Position Information	4
POSITION SUMMARY:	4
RESPONSIBLE FOR:	4
Qualifications	5
Promotional Process / Career Advancement.....	6
Recruitment and Selection Process	6
STAGE 1: APPLICATION/RECRUITMENT GUIDE	6
STAGE 2: FIREFIGHTER SERVICES OF ONTARIO SCREENING.....	6
STAGE 3: SUBMIT APPLICATION	7
STAGE 4: FIRST INTERVIEW and CRITICAL TESTING	7
STAGE 5: SECOND INTERVIEW.....	7
STAGE 6: MEDICAL EXAMINATION	7
STAGE 7: OFFER OF EMPLOYMENT	7
FIREFIGHTER SERVICES OF ONTARIO SCREENING.....	8
ADDITIONAL INFORMATION	8
EMPLOYMENT EXPECTATIONS.....	8

City of Niagara Falls Mission Statement

“The Corporation of the City of Niagara Falls is dedicated to providing accountable and quality services that promote a safe, healthy, prosperous and attractive community in which to live, work, play and visit.”

Message from the Fire Chief

Dear Applicant:

Thank you for your interest in joining the City of Niagara Falls Fire Department. Serving as a firefighter in Niagara Falls is both an honour and a responsibility. Our city is home to a proud and diverse community and welcomes millions of visitors each year, making our role in protecting life, property, and public safety both unique and deeply meaningful.

This information package has been developed to guide you through the recruitment process and provide insight into the expectations and responsibilities of a career firefighter with our department. We encourage you to review it carefully as you prepare for each stage.

The Niagara Falls Fire Department is committed to service excellence and upholding the highest professional standards. Our members are dedicated, highly trained, and proud to serve our community with integrity, compassion, and professionalism. We look forward to identifying individuals who share these values and who are ready to contribute to a strong tradition of excellence.

All inquiries regarding this process should be directed to Human Resources at (905) 356-7521, ext. 6518.

Thank you for considering a career with the Niagara Falls Fire Department. I wish you every success throughout the recruitment process.

Yours truly,

A handwritten signature in blue ink, consisting of a stylized 'J' and 'Z' followed by a large, sweeping oval flourish.

Jo Zambito
Fire Chief
Niagara Falls Fire Department

Position Information

This description reflects the general details considered necessary to describe the principal functions of the position identified and shall not be construed as a detailed description of all the work requirements that may be inherent in such classification.

POSITION SUMMARY:

This is a skilled position entailing firefighting, rescue and other related emergency services. A firefighter participates in programs for the prevention of fires and the saving of life and property. A firefighter is responsible for rapidly, efficiently and safely performing various duties under emergency conditions frequently involving considerable hazard. The work includes routine duties in the maintenance of firefighting vehicles, equipment and fire department facilities. While specific orders and directions are received from an officer in the normal course of maintenance duties and firefighting, considerable independence of judgment and action is allowed in circumstances of extreme urgency where referral to a superior for instructions is not possible. A Fire Fighter is required to have a thorough working knowledge of all emergency equipment including emergency apparatus.

RESPONSIBLE FOR:

1. As a member of a platoon, responds to emergency calls, lays and connects hose, holds nozzles and directs streams, raises and climbs ladders, uses extinguishers and other equipment.
2. Provides rescue in various forms and first responder actions to hazmat calls and other technical emergencies.
3. Removes persons from danger and administers first aid to injured persons.
4. Ventilates buildings to release heat, smoke and gases and places salvage covers to prevent water damage.
5. As assigned, receives and records fire alarms and other emergency calls by telephone, electronic, or other means, and dispatches proper apparatus and equipment.
6. As assigned, drives and operates firefighting apparatus.
7. Performs varied maintenance tasks on apparatus, equipment and facilities.
8. When assigned to fire prevention work, under direction of an officer, performs inspections and administrative duties as required.
9. As required, assists with the preparation and delivery of training materials, drills, etc. Performs related duties as assigned.

QUALIFICATIONS

Mandatory qualifications are as follows:

- Be legally entitled to work in Canada
- A High School Diploma or equivalent
- Valid Class “D” Ontario Driver’s Licence with “Z” Endorsement or equivalent
- **Original Driver's Abstract required** (*Issued after January 1, 2026 will be accepted*)
- **Original Criminal Record Check required** (*Issued after January 1, 2026 will be accepted*)
- Current Standard First Aid and CPR (HCP - Health Care Professional) Certificates
- NFPA 1001 Standard for Firefighter Professional Qualification
Firefighter Level 1 & Firefighter Level 2 Certification
- **Successfully complete**, in one day, the Aptitude Test (CPS), Clinical Assessment, Candidate Physical Ability Test (CPAT), Acrophobia Test and Fifteen (15) minute Tread Water Test, as provided by Firefighter Services of Ontario.
- **Complete** the Emotional Stability and Resiliency Assessment by the deadline provided by Firefighter Services of Ontario
- Be willing to meet all employment conditions as required by the City of Niagara Falls

PREFERRED QUALIFICATIONS

- Post-Secondary Fire Services and Medical education.
- Sound knowledge, gained through either formal training and/or practical experience, of firefighting principles, practices and equipment.
- Sound knowledge of the principles, techniques and practices of, and materials used in, building construction.
- Familiarity with equipment and apparatus related to firefighting such as hydraulic equipment, pumps, self-contained breathing apparatus, communications equipment etc.
- Strong leadership and administrative skills, superior interpersonal skills, and the ability to work cooperatively as a member of an effective and professional team.

Promotional Process / Career Advancement

The City of Niagara Falls Fire Department offers many opportunities for promotion and advancement. It takes four (4) years to advance from probationary firefighter to first class firefighter. Through the Collective Agreement between the City and the Niagara Falls Professional Firefighters Association, there are opportunities for applicants to attain a rank above first class firefighter and/or apply for positions in either the Fire Prevention Division or the Training Division.

Professional firefighters applying to the City of Niagara Falls, if successful during the recruitment process, will be required to start at the probationary fire fighter level and salary.

Recruitment and Selection Process

Applicants must pass through all stages of the recruitment process. Those who fail to meet the required standards at any phase will be automatically disqualified.

STAGE 1: APPLICATION/RECRUITMENT GUIDE

The **Application Form** and **Firefighter Recruitment Guide** can be accessed on the City's web site www.niagarafalls.ca by clicking on the **Careers** link starting March 2, 2026.

STAGE 2: FIREFIGHTER SERVICES OF ONTARIO SCREENING

To complete the Firefighter Services of Ontario screening, **you must register online at <https://register.fireontario.com>**. The registration deadline is **11:59PM EST on March 27, 2026**. All test components must be completed in one day. Test dates will be arranged by Firefighter Services of Ontario. All testing shall be completed by April 26, 2026.

Candidates who successfully completed the core four tests in one day (Clinical, CPAT, Tread Water and Aptitude), on or after **April 26, 2025**, would be required to complete:

- Clinical Assessment (if expired, valid for 6 months)
- Medical, Acrophobia, and/or Emotional Stability and Resiliency Assessment (if expired, valid for 1 year)
- Submit your application package to FSO by mail or in-person

Please contact info@fireontario.com to confirm your eligibility.

Transportation costs and the Firefighter Services of Ontario assessment fee will be the responsibility of the applicant. Applicants can review the Candidate Physical Ability Test (CPAT) orientation video on the Firefighter Services web site www.fireontario.com or for a fee you can sign up for an orientation session. To sign up for a CPAT orientation session or to purchase a CPS Aptitude Examination Preparation Manual please email info@fireontario.com. Further information regarding the Fire Fighter Screening Service can be found at www.fireontario.com.

Applicants must bring all application materials to their testing appointment. Documents will be collected from candidates who have successfully completed all tests in one day.

STAGE 3: SUBMIT APPLICATION

The completed application and resume including proof of all the mandatory qualifications (**except Criminal Check**) are to **be submitted to Firefighter Services of Ontario by 11:59 p.m. EST on April 26, 2026**. Successful applicants will be required to pay an application processing fee when submitting their application to Firefighter Services of Ontario.

STAGE 4: FIRST INTERVIEW and CRITICAL TESTING

The applicants will be selected based on the Firefighter Services of Ontario assessments, resume and qualifications. Interviews will be conducted by the Hiring Panel consisting of Fire Department senior officers and a Human Resources representative or alternate.

You will be required to arrive 15 minutes earlier to take a picture and answer a written question. Human Resources would like to take a picture of you to enable the interview committee to better track all the interviewees. The picture is optional. You will also be given a question to respond in writing. You will have five (5) minutes to answer the question. Criminal Record check or status of Criminal Record check will be required at the first interview.

Applicants moving to the first interview stage will complete a CritiCall Test conducted by the Niagara Falls Fire Department. This test is designed to assess the applicant's ability to multitask, which is a critical skill necessary in the performance of their duties as a fire fighter. The CritiCall Testing will be scheduled on the same day as the first interview.

STAGE 5: SECOND INTERVIEW

Applicants invited for a second interview will be determined by the Hiring Panel. Two supervisory references will be required at this time.

STAGE 6: MEDICAL EXAMINATION

All qualified applicants will undertake a Medical Examination. Transportation costs will be the responsibility of the applicant. The medical will take approximately one hour to complete and may include medical review and physical completion forms, Vision scanner, Urinalysis and Audiogram. The medical will be based on NFPA 1582 standard.

A Hepatitis B vaccination will be required.

STAGE 7: OFFER OF EMPLOYMENT

If reference checks satisfactorily, a job offer will be made to the successful applicants.

FIREFIGHTER SERVICES OF ONTARIO SCREENING

FOR INFORMATION ON THE FIRE FIGHTER CLINICAL ASSESSMENT PROCEDURES /INSTRUCTIONS
PLEASE VISIT www.fireontario.com/services or email info@fireontario.com

ADDITIONAL INFORMATION

Directions to the Testing Complex can be found at www.fireontario.com under the 'Contact Us' tab.

Instructions on preparing for the assessment including:

- Assessment will take at least 7 hours;
- Come dressed prepared to exercise (running shoes, socks, T-shirt, sweatpants, shorts, bathing suit);
- Advice to bring plenty of food, snacks, and drinks to fuel your body throughout the day
- No eating or drinking (except water), within 4 hours of your appointment;
- Urinate within 12 hours of your appointment;
- No exercise within 12 hours of your appointment;
- No alcohol consumption within 48 hours of your appointment;
- No diuretic medications within 7 days of your appointment;
- No caffeine within 12 hours of your appointment.
- Candidates must be normally hydrated for the body fat composition measure.

A medical and fitness information release form (PAR-Q+ & YOU) and an Informed Consent form briefly outlining the battery of tests required for Fire Fighter Services of Ontario and associated risks must be filled out prior to the appointment. This information can be found in the confirmation email candidates will receive after booking their appointment with Firefighter Services of Ontario.

EMPLOYMENT EXPECTATIONS

Fire Fighters must perform their duties in an uncontrolled environment under emergency conditions. The job involves the rapid change from relative inactivity to sudden strenuous activity under physically and psychologically stressful conditions.

With these factors in mind, candidates must be in the required physical and mental health and have no conditions which could interfere with their ability to perform the required duties safely. The successful candidate will be expected to be a team player who understands the need to follow orders, procedures, guidelines, etc. in a cooperative and safe manner.

During the course of employment, the successful candidate will be expected to maintain a high degree of physical fitness and attendance. Candidates who are hired as Fire Fighters will be required to submit to various types of examinations during their employment.

The successful candidates will present themselves in a professional manner at all times and be fully conscious of the public's expectations of a Fire Fighter at all times.