

Firefighter Recruitment

Firefighting is a challenging, demanding, exciting and fulfilling career that goes beyond physical ability. It also encompasses:

- Effective communication abilities
- Emotional intelligence
- Commitment to customer service
- Compassion
- Creative problem solving
- Effective teamwork
- Resilience
- Engagement in diverse communities

The recruitment process for Edmonton Fire Rescue Services is highly competitive and comprehensive, and consists of multiple stages. Candidates who successfully navigate through each stage of the process are placed on an eligibility list for potential selection as a firefighter. Advancement and placement on this list are determined by the applicant's performance in each stage of the process.

Recruitment Process Timeline



NOTE:
From the application submission date, the recruitment process can take anywhere from 8-12 months.

Have questions? Learn more: [📄 Recruitment Process Frequently Asked Questions](#)

Due to the extensive application process of Edmonton Fire Rescue Services, among other factors, we will begin accepting applications for the next year's recruitment cycle before completing the hiring process for the current year. This is a common practice which aligns with previous years' hiring procedures.

Interested individuals can submit their applications through the City of Edmonton careers site between January 1 and 31, each year, for potential recruitment classes which will be employed in the following year.

If you have further questions about Edmonton Fire Rescue Services, the firefighter recruitment process, or firefighting in general, simply reach out to firefighterrecruitment@edmonton.ca



Qualifications

Applicant must be at least 18 years of age

Applicant embraces and actively promotes the behaviour and values of an inclusive, diverse and respectful work environment

It is a requirement to obtain and maintain a City Driver's permit

An overall satisfactory driver's record is required upon hire

Hire is dependent upon a satisfactory Vulnerable Sector Police Information Check

Adequate physical fitness is required and is evaluated at the fitness test stage

You must either be a Canadian citizen, Permanent Resident, or possess a valid open work permit. A work permit is evaluated on a case-by-case basis for hiring eligibility.

Required Certifications and Licences

You must upload the following documentation by the end of our application intake period.

Documents from previous or other applications will not be considered. Please review this [document](#) **checklist of required documents** prior to applying. **Proof of enrolment will not be accepted.**

High School Diploma or equivalent

Minimum valid Alberta Class 3 Drivers'

Licence with Air Brake Endorsement (or provincial equivalent) - **this will be**

requested at time of hire and is not required at the time of application

Working with EFRS



Plus, a minimum requirement of **one** of the following certifications **valid at time of application**:

Certified 80 hours Advanced First Aid Alberta (AFA) [🔗 OHS approved](#) course or provincial equivalent

Certified Medical Responder (MFR) — 80 hours AFA/OHS approved course

Current **Emergency Medical Responder (EMR), Primary Care Paramedic (PCP or EMT or EMT-A), or Advanced Care Paramedic (ACP or EMT-P)** certification

Courses must be [🔗 ACP approved](#) and candidates must be eligible to apply for ACP registration (ACP approved courses are eligible for [🔗 ACP registration](#) for up to 1 year)

[🔗 Alberta College of Paramedics](#) (ACP) registration or provincial equivalent

Bachelor of Nursing with active registration with the College and Association of Registered Nurses of Alberta ([🔗 CARNA](#)) or provincial equivalent

Licensed Practical Nurse (LPN) with active registration with the College of Licensed Practical Nurses of Alberta ([🔗 CLPNA](#)) or provincial equivalent

Recruitment Process Overview

It is the applicant's responsibility to address all application requirements, meet deadlines and be available to attend scheduled assessments.

Fire Rescue Operations Salary

Rank	Bi-Weekly Hours	Annual Pay	Hourly Pay
Probationary / 1st Year Firefighter	84	\$64,311	\$29.33



During the recruitment process, applicants are responsible for the accuracy of the information they provide. If it is confirmed that information was withheld, falsified or misrepresented by any source, applicants will not be considered for employment. A confirmed misrepresentation could lead to an offer of employment being rescinded and/or dismissal at any point during employment.

Open All **Close All**

Aptitude Test	▼
Resume Review	▼
Interviews	▼
Ride-Along	▼
Physical Fitness Test	▼
Psychological Assessment	▼
Eligibility List	▼
Threshold Knowledge Test	▼
Recruit Class / Medical	▼

Rank	Bi-Weekly Hours	Annual Pay	Hourly Pay
2nd Year Firefighter	84	\$74,515	\$33.99
3rd Year Firefighter	84	\$84,727	\$38.65
4th Year Firefighter	84	\$94,931	\$43.30
5th Year Firefighter	84	\$102,078	\$46.56
8th Year Firefighter	84	\$104,115	\$47.49
11th Year Firefighter	84	\$109,225	\$49.82
18th Year Firefighter	84	\$110,238	\$50.28
Senior Firefighter Qualified	84	\$117,393	\$53.55
Fire Captain	84	\$128,619	\$58.67
Station Captain	84	\$130,663	\$59.60
District Fire Chief	84	\$141,890	\$64.72

These wages reflect the Collective Agreement between the City of Edmonton and Edmonton Fire Fighters' Union, which expired December 22, 2018. Bargaining is currently underway and wages will be updated as negotiations come to a close.

Working for Edmonton Fire Rescue Services

City of Edmonton employees (working for Fire Rescue Services), have diverse roles, distinct backgrounds and unique responsibilities. All City work aligns to its Corporate Promise.



City of Edmonton Cultural Commitments

The City of Edmonton is guided by 5 Cultural Commitments: **Safe, Helpful, Accountable, Integrated and Excellent**. It is critical that firefighters learn and understand these commitments ahead of their career with Edmonton Fire Rescue Services.

To learn more, please visit [Our Culture](#).

Diversity and Inclusion

The City of Edmonton and Edmonton Fire Rescue Services is committed to attracting and recruiting a workforce that is reflective of the diverse communities we serve. We intentionally seek and value diversity, as outlined in [The Art of Inclusion: Our Diversity & Inclusion Framework](#).

Our commitment to Diversity and Inclusion operates in clear alignment with the City of Edmonton's Cultural Commitments to be Safe, Helpful, Accountable, Integrated and Excellent. By including and valuing diverse perspectives, we can better serve the needs of all Edmontonians and continue to build our great city.

How You Can Prepare

Become a Fire Cadet

Learn more about Edmonton's Fire Cadet program for high school students.



Camp Inspire

Learn more about Edmonton's firefighting camp for women and gender diverse communities.

Getting to the Why

Interested in what it takes to be a firefighter? Here are some first-hand accounts from Edmonton firefighters.

Getting to the Why with
Daisy vanRavenswaay

Getting to the Why with
Michael Chiu



Getting to the Why with
Scott Brochu

Getting to the Why with
Curtis Moss

Contact Us

Human Resources – Fire Rescue Services

Email

firefighterrecruitment@edmonton.ca

Was this information helpful?

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