



Firefighter recruitment

We are a highly motivated, respectful and diverse group of individuals who are passionate about public safety and helping others.

Our member’s strengths as individuals lead to a stronger team. Together, we operate by, and uphold the values of, pride, professionalism, teamwork and respect.

Calgary firefighters respond to high stress incidents such as structure fires, emergency medical incidents, hazardous materials incidents, and motor vehicle collisions. Our department includes specialty units: aquatic rescue, hazardous material and technical rescue teams.

The application process is now closed. Thank you for your interest.

We are currently not accepting applications, but keep checking back for future opportunities.

Our changing culture

The Calgary Fire Department proudly serves a diverse population in Calgary.

Similarly, we are committed to building and sustaining an inclusive work environment - one that supports, respects, and values individuals for their unique identity, experiences, perspectives, talents, and contributions.

Learn more about [how we are changing](#).





Our firefighters are community-minded leaders who are committed to public service, and exemplify pride, professionalism, teamwork and respect. We are coachable and customer focused. Do you have what it takes to join us?

Learn more about the process and requirements below.

Calgary Fire Department Recruitment 2021



Testimonials

Firefighter Bianca Ribí



Watch a Global News story about one of our firefighters

Qualifications

[Collapse all](#)

Minimum requirements to apply

- Minimum 18 years of age.
- Eligible to work in Canada.
- No criminal activity in the past 3 years.
- High school diploma, equivalent or journeyman certificate.
- Valid Class 5 driver's license or provincial/territorial equivalent (proof of non-GDL required). Less than 7 demerit points on driver abstract.
- If applicable, pardon or record suspension for any criminal convictions.

Pre-hire qualifications

The following are required prior to Step 9 (Selection committee)



- Advanced First Aid (AFA) course – minimum 80-hour or equivalent.
- Cardiopulmonary Resuscitation (CPR) Health Care Provider (HCP) level or a Basic Life Support (BLS) designation.
- Alberta Class 1, 2, or 3 driver's license or provincial equivalent.
- Air Brake (Q) endorsement or provincial equivalent.
- Meet all [immunization requirements](#).



All pre-hire qualifications must be current and valid at time of hire.

Other desirable qualifications



You do not need these qualifications to apply, however, they will strengthen your application.

- Education – completed post-secondary education or red seal journeyman certificate(s).
- Training – professional training certifications, both fire and non-fire related.
- Experience – work or volunteer experience in firefighting, emergency services and other related work experience.
- Skills and abilities – leadership, mentoring, community involvement and volunteering.

Fitness and medical requirements



Applicants will be required to perform both medical and fitness assessments to meet the requirements of the Conditional Job Offer (CJO).

Our medical and fitness requirements are based on the National Fire Protection Association (NFPA) 1582 Standard and have been set to ensure safety.

MEDICAL ASSESSMENT

Read the linked document [Disqualifying Medical Conditions](#), which is a basic overview/summary developed by CFD physicians. This is not an exhaustive/all-inclusive list, but rather a summary of common conditions they see that require further information and may be disqualifying in some instances.

If you think you may have any of the disqualifying medical conditions, bring the disqualifying medical conditions document to your healthcare provider.

Please have you physician contact the CFD Wellness Centre at (403) 873-2352 if they require further clarification on disqualifying medical conditions.

Applicants with disqualifying medical conditions and those who do not meet the requirements may be deemed unfit to do the job.

FITNESS ASSESSMENT

You will complete two separate fitness assessments in the application process:

Candidate Physical Ability Test (CPAT)

The CPAT has eight separate stations that simulate events at a fire scene. It is the first pre-employment fitness assessment that will measure if applicants meet the minimum physical fitness requirements. It also tests your ability to perform essential tasks at emergency scenes. You will need to complete the CPAT if you reach Step 7 of the Firefighter Pre-Screening Process. Failure to complete the test will result in removal from the application process.

For more information, view the [IAFF CPAT manual](#). We recommend you focus on the CPAT Orientation and Preparation Guides (Appendix A and Appendix B).



Treadmill Assessment

The [treadmill assessment](#) is a VO2 test that measures your oxygen use and requires maximum effort. You must reach a minimum of 12 minutes and 30 seconds on the treadmill while wearing a mask that will measure how efficiently your body



uses oxygen. This assessment is performed during your medical assessment at Calgary Wellness Center. Failure to complete the test will result in your job offer being rescinded and removal from the eligibility list.

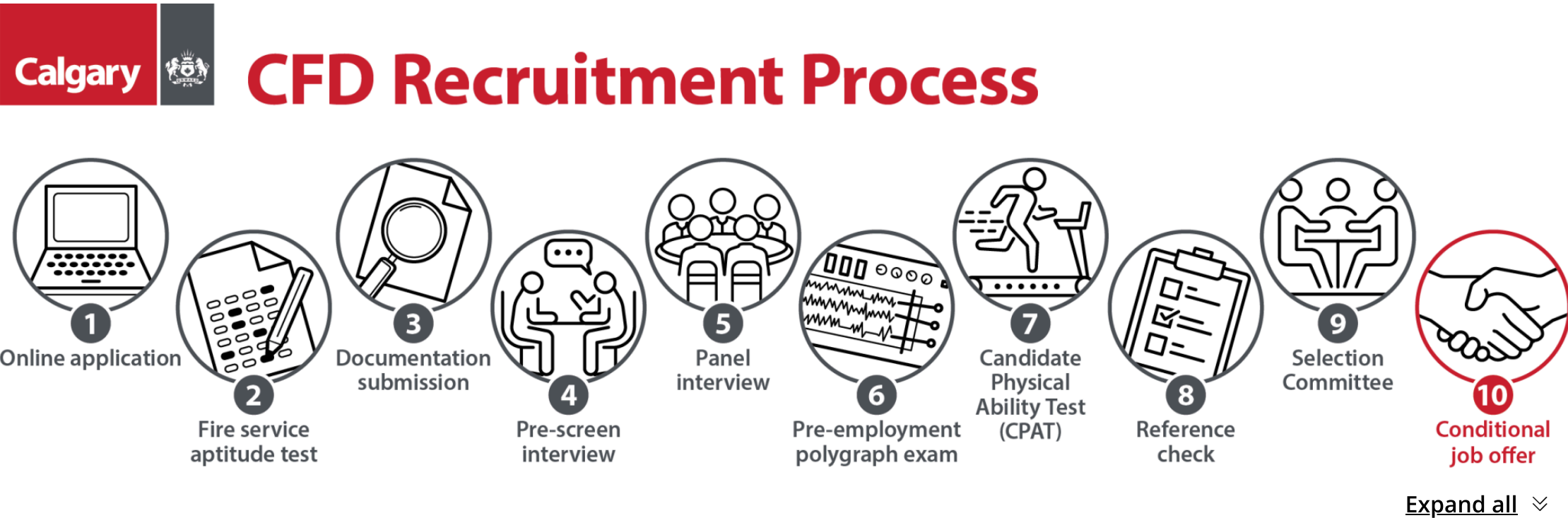
To prepare for the intense physical demands of recruit training and a firefighting career download this [exercise guide](#)

Hair and jewelry standards

Please review the [hair and jewelry policy](#) for the Calgary Fire Department.

Recruitment process

Talking with our Recruitment team is a great way to get more information about a firefighting career and the application process. Visit us at one of our [upcoming events](#).



| | |
|--|---|
| Step one: Apply online | ▼ |
| Step two: Fire service aptitude test | ▼ |
| Step three: Document submission | ▼ |
| Step four: Process Preparation and Personal History Statement (PHS) review | ▼ |
| Step five: In-person Interview panel | ▼ |
| Step six: Polygraph | ▼ |
| Step seven: Candidate Physical Ability Test | ▼ |
| Step eight: Reference check | ▼ |
| Step nine: Selection committee | ▼ |
| Step ten: Conditional Job Offer (CJO) | ▼ |

Pay and benefits

Our firefighters are paid a competitive wage, supplemented by a comprehensive benefits package. They are covered by a collective agreement between The City of Calgary and the International Association of Firefighters (IAFF) Local 255.

Salary rates (effective November 2023)

| Year | Index | Hourly | Monthly |
|-----------------------------------|-------|----------|-------------|
| Probationary firefighter | % 65 | \$ 33.26 | \$ 6,053.32 |
| Permanent second year firefighter | % 75 | \$ 38.37 | \$ 6,983.34 |
| Permanent third year firefighter | % 85 | \$ 43.49 | \$ 7,915.18 |
| Permanent fourth year firefighter | % 95 | \$ 48.60 | \$ 8,845.20 |
| Firefighter 1 | % 100 | \$ 51.16 | \$ 9,311.12 |

Additional wage considerations

- Dry cleaning allowance.
- Night shift differential premiums.
- Statutory holiday premiums.
- Incremental pay index.
- Increments through promotion.




Expand all ⇅



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|----------------|---|
| Benefits | ▼ |
| Pensions | ▼ |
| Other benefits | ▼ |


Resources

Panel Interview: CFD has partnered with a registered non-profit agency, Prospect, to offer an interview workshop geared specifically towards the CFD Panel Interview. Prospect provides services that help individuals find employment, and as our partner, they are offering all their services free of charge to CFD candidates. This service is optional and in high demand. If you would like to take advantage of this opportunity, we recommend reaching out to them early to ensure you can access their services ahead of your interview. Visit prospectnow.ca for more information.

 [Resource list](#)

Contact us

To ask questions about firefighter recruitment and our pre-screening process, use the e-mail address below.

 **Email:**
fire.recruitment@calgary.ca

Events

CFD schedules regular [Run with a Recruiter events](#) where you can join the CFD for a fun morning workout followed by an information session. To sign up for Run with a Recruiter events, please visit [Eventbrite](#) and follow the Calgary Fire Department to be notified of upcoming sessions.

If you’re interested in firefighting and want to talk to a recruiter, join us at one of the upcoming events noted below.

| Date | Location | |
|---------|---|---|
| June 14 | Salute to First Responders, 9 a.m. – 5 p.m., Spruce Meadows 18011 Spruce Meadows Way S.W. https://www.sprucemeadows.com/national/ | |
| June 16 | Aboriginal Awareness Week Opening Ceremonies, 11:45-1:30 at Lot 6, 311 - 8 St, SW https://www.epicureancalgary.com/aboriginal-awareness-week-calgary.html | « |
| July 15 | Prospect interview prep, 1 p.m. – 4 p.m., 915 33 Street N.E., https://www.prospectnow.ca/event-instance/in-person-interview-prep-workshop-with-cfd-july-15/ | |

