



# **Volunteer Recruitment Package**



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## **Message from the Fire Chief**

The Township of Perry first established its volunteer fire department in 1942, and since that time hundreds of dedicated community members have stepped forward to serve and protect their neighbours. Our members have come from many different backgrounds, some born and raised here, some who spent their summers in Perry, and others who chose this community as their new home. What they all shared was a willingness to answer the call and contribute to the safety of the Township.

Today, the opportunity to serve continues. As a Firefighter, you will join a team that places strong emphasis on training and professionalism. The Township has invested in a regional trainer to ensure all members meet NFPA standards and are fully prepared for the challenges of the job. While our roots are in volunteer service, we are no longer a “true” volunteer fire department; members are compensated for their time during training sessions and emergency responses.

Firefighting is a demanding and often dangerous profession. It may take you away from birthdays, family dinners, school plays, and sleep. Yet the camaraderie among members and the profound satisfaction of helping people in their time of greatest need make the commitment deeply rewarding. As a firefighter, you will represent the Township with pride and serve as a positive role model within our community.

If you feel ready to take on this responsibility and join a proud tradition of service, I encourage you to complete an application. We look forward to welcoming dedicated individuals who are ready to make a difference.

Douglas Holland

Fire Chief/CEMC



## **Introduction to the Perry Fire Department**

The Township of Perry Fire Department provides emergency fire and rescue services to the residents of our community. Covering approximately 198 square kilometres, the Township is defined by its rolling hills, pine and maple forests, and the crystal-clear waters of its rivers and lakes. It is a beautiful and diverse landscape—and our department is proud to protect it.

Our Fire Department is led by two full-time staff a Fire Chief and a Deputy Fire Chief/Fire Prevention supported by approximately 16 dedicated Firefighters. The community is served from a single fire station located at 64 Old Government Road in Emsdale, operating five pieces of fire apparatus to meet a wide range of emergency needs.

Each year, the Township of Perry Fire Department responds to roughly 175 incidents, providing a wide range of emergency services to our community. Our capabilities include medical response, fire suppression, ice-water rescue, and vehicle extrication, ensuring that residents receive timely and professional assistance when they need it most. We are a team built on commitment, community, and the belief that everyone has something valuable to contribute.





## Why Join the Perry Fire Department?

Joining the Township of Perry Fire Department is an opportunity to make a meaningful difference in your community while developing valuable skills and becoming part of a dedicated team. Whether you are looking to give back, challenge yourself, learn new skills, or build lifelong connections, firefighting offers a rewarding experience unlike any other.

No matter your background, where you come from, or the experience you bring, we believe there is a place for you within the Township of Perry Fire Department. Our team is built on commitment, respect, and a shared desire to serve others. We welcome individuals from all walks of life who are willing to learn, work hard, and make a positive impact in their community.

As a member of our department, you will have the opportunity to:

- **Serve your community when it matters most** by helping residents during emergencies and times of need.
- **Learn valuable emergency response skills** including fire suppression, rescue operations, medical response, and public safety practices.
- **Build lifelong friendships and camaraderie** through shared experiences, teamwork, and a strong sense of belonging.
- **Receive professional training and certifications** that provide the knowledge, confidence, and qualifications needed to perform safely and effectively.
- **Participate in community events and public education programs**, helping promote fire safety and strengthening relationships with the people we serve.
- **Be part of a respected team dedicated to protecting lives and property**, while upholding the values of professionalism, integrity, and service.

By joining the Perry Fire Department, you become part of a proud tradition of service that dates back to 1942. You will train alongside dedicated firefighters, support your neighbours during their times of greatest need, and help ensure that Perry Township remains a safe and resilient community for generations to come.



## **Job Description and Physical Demands**

Applications for part-time (Volunteer) Firefighters will not be accepted from a person under the age of 18. A person interested in becoming a Firefighter with the Township of Perry Fire Department who is between the ages of 15-17 may apply to be a Junior Firefighter (see application on our website at [www.perrytownship.ca](http://www.perrytownship.ca)).

This information package is designed to provide an overview of the roles and responsibilities, a complete list of roles and responsibilities can be provided upon request.

### **Responsibilities:**

As a Firefighter with the Township of Perry Fire Department, you play an important role in protecting life, property, and the environment. Firefighters respond to a wide variety of emergencies, including fires, medical incidents, motor vehicle collisions, rescue situations, and public safety emergencies. In addition to emergency response, firefighters support fire prevention and public education initiatives, participate in ongoing training, and assist with the maintenance of fire apparatus, equipment, and station facilities to ensure operational readiness.

### **As a Firefighter, you may:**

- Respond to fires, medical emergencies, rescues, and other public safety incidents.
- Operate firefighting, rescue, and emergency response equipment and apparatus.
- Participate in regular training sessions and emergency response exercises.
- Assist with fire prevention and public education programs.
- Support station maintenance, equipment inspections, and community events.
- Work as part of a professional team dedicated to serving and protecting the community.

Firefighters are expected to follow all policies, procedures, and directions issued by supervisory officers. During emergency operations, however, situations may arise where immediate supervision is not available. In these circumstances, firefighters must exercise sound judgment, demonstrate initiative, and make timely decisions that protect the safety of the public, fellow responders, and themselves. The ability to balance disciplined teamwork with independent decision-making is essential to effective emergency response.

### **Required Knowledge, Skills, and Abilities**



Successful firefighters possess strong mental alertness, sound judgment, mechanical aptitude, and the ability to work effectively as part of a team. Candidates must be dependable, adaptable, physically fit, and willing to perform a variety of duties in support of departmental operations. A valid Class "D" Driver's Licence with a "Z" Endorsement is required, or applicants must be able to obtain both within 24 months of joining the department, subject to approval by the Fire Chief.

### **Training and Medical Requirements**

Firefighters are expected to participate in a minimum of 70% of all required training activities. As part of the recruitment process, successful candidates must provide medical clearance completed by their personal physician. The cost of this medical assessment will be covered by the Township.

### **Working Conditions**

Firefighting is a physically demanding and highly rewarding role that requires members to respond in all types of weather and environmental conditions. Firefighters may be exposed to heat, smoke, extreme cold, rain, hazardous atmospheres, confined spaces, and other challenging environments while carrying out their duties.

In addition to emergency response activities, firefighters participate in training, public education programs, community events, equipment maintenance, and station duties. The role requires sustained physical effort, frequent movement, and the ability to remain focused and effective in unpredictable situations. A commitment to personal fitness, continuous learning, and teamwork is essential to safely and successfully performing the duties of a firefighter.

### **General Overview of Training**

New Firefighters in the Township of Perry begin their service with a structured recruit program designed to build the knowledge and skills needed for emergency response. In your first year as a recruit, you will be expected to undertake approximately 100 hours of training, including classroom learning, at home reading and online learning, hands-on skills development, First Aid certification, and Live Fire Training. This initial phase while challenging, this training program is designed to set you up for success and provide the skills and confidence needed to serve safely and effectively.

Firefighters also conduct routine vehicle and equipment checks and participate in continuous training to maintain operational readiness. Our station holds regular training



sessions on Wednesday evenings, providing ongoing opportunities to strengthen skills and stay current with procedures and equipment.

During your Probation Period, additional weekend training sessions are required to support more in-depth, practical instruction. To become—and remain—a Firefighter with the Township of Perry Fire Department, members are expected to attend a minimum of 70% of all training opportunities offered by the Township.





## **Remuneration**

While we continue to use the term “Volunteer” Firefighter, all members of the Township of Perry Fire Department are considered part-time employees and receive remuneration for the training, emergency responses, maintenance duties, and public-education activities they attend. Compensation is provided at an hourly rate in accordance with the Township’s current Establishing and Regulating a Fire Department By-law, as approved by Council, and varies depending on the position held within the department.

Perry Township Fire Department also offers:

- Full WSIB coverage;
- Supplemental insurance benefits (Off Duty Coverage) provided by Volunteer Firefighter Insurance Service Inc. (VFIS\*);
- All required NFPA compliant personal protective clothing for structure fires (helmet, balaclava, individual SCBA face-piece, gloves, boots, bunker suits – pants and coat) and wild-land fires (helmet, eye protection, fire resistant coveralls);
- Station Wear;
- A \$500 Benefit Health Spending Account (may include, but not limited to: medical, dental, massage therapy, and fitness. To be eligible, the Firefighter must complete one year with the Fire Department and attend 50% of the training each year).

\*Note: VFIS Off Duty Coverage includes, but is not limited to, Accidental Death Benefit, Accidental Dismemberment Benefit Principal Sum, Vision Impairment Benefit Principal Sum, and Total Disability Benefit. Sign-up for VFIS Newsletters to stay informed and up-to-date on all their services.



## **Physical Assessment Summary**

Being a Firefighter is a physically demanding profession, and all applicants must demonstrate the strength, stamina, and overall fitness required to safely perform the tasks routinely encountered during emergency operations. To ensure candidates are capable of meeting these demands, the Fire Department administers a Physical Assessment, overseen by the Training Officer. This assessment may include any or all of the required job-related tasks and must be successfully completed by each applicant. The evaluation is designed to reflect real-world firefighting conditions—testing endurance, mobility, strength, and the ability to work safely under physical stress. Maintaining a high level of physical fitness is essential not only for passing the assessment, but for ensuring long-term safety, effectiveness, and resilience throughout your firefighting career. Assessment includes:

- Ladder raise and climb;
- Roof/wall/floor breach;
- Equipment carry;
- Stair climb;
- Limited visibility search;
- Hose advancement; and
- Mannequin drag.





## **Fire Prevention and Public Education**

Being a Firefighter in the Township of Perry is much more than responding to emergencies. Public education is a core part of our mission, and it offers one of the most rewarding opportunities to connect with people on their best days, not just their worst. Whether you're teaching children about fire safety, showing residents how to use a fire extinguisher, or helping families understand how to prevent fires in their homes, these interactions make a real difference. Sometimes the best fire is the one that never happens, and our public-education efforts play a vital role in making that possible.

Being a Firefighter also means being an active, visible member of our community. You can expect to participate in the Annual Fall Fair, school presentations, Touch-a-Truck events, food and toy drives, and many other activities that strengthen our connection with the people we serve. These events allow firefighters to build trust, share knowledge, and create positive experiences with residents of all ages.

Public engagement is not just an added duty—it's an essential part of who we are as a Fire Department. It's a chance to represent the Township with pride, support community safety, and help ensure that prevention and education remain at the heart of our service.





## **Hiring Process**

The Township of Perry Fire Department believes that a diverse team is a strong team. If you are 18 years of age or older, in good physical condition, reside within our community, hold a valid driver's licence, and can provide a clean Vulnerable Sector Police Background Check—and you are eager to positively represent the Township and its residents—then you are eligible to apply to join our team.

Throughout the recruitment process, our goal is to help you learn more about the department while we learn more about you. We encourage applicants to ask questions and take advantage of opportunities to meet our members.

Applications are available at the Township of Perry Fire Hall or can be downloaded from our website at [www.townshipofperry.ca](http://www.townshipofperry.ca). Completed applications may be submitted in person at the Fire Hall during business hours or emailed to: [firechief@townshipofperry.ca](mailto:firechief@townshipofperry.ca).

**If you're ready to make a meaningful impact, serve your community, and be part of a dedicated and supportive team, we encourage you to apply today. Your commitment could make all the difference when your community needs you most.**

The hiring and recruitment process consist of six stages:

- Application screening;
- Applicants are invited by the Fire Chief and/or Deputy Fire Chief to attend a "Recruiting Open House" or "Training Exercise Night" (mandatory);
- Successful completion of the "Physical Assessment" test is required (see page 9 for more detail);
- Selected applicants are then invited to appear before an interview panel;
- Selected candidates are to conduct Pre-employment Medical Screening and obtain a Police Background Check (vulnerable sector);
- Successful candidates are provided with a conditional job offer.

