



Meaford Fire Department 2026 Applicant Information Guide

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Introduction to the Meaford Fire Department

The Meaford Fire Department provides emergency fire and rescue services to the residents of Municipality of Meaford. Meaford is a community with a land mass of almost 580 square kilometers, Meaford is located on Nottawasaga Bay, a sub-basin of Georgian Bay and Owen Sound Bay, in southern Ontario.



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The department consists of a full-time Fire Chief, Deputy Fire Chief / Fire Prevention and a Protective Services Coordinator/CEMC as well as approximately 34 paid-on call officers and firefighters. The community is served by one station and 7 major fire apparatuses. Our station is as follows:

Station 1 – 81 Stewart St, Meaford, ON



The department responds to over 300 incidents annually and has an operating budget of approximately \$900,000. Dispatch services are provided by the Owen Sound Police Department.

Eligibility Criteria

- **Live within 5 km of the station to which you would be assigned.**
Because time is critical in responding to emergency incidents, it is not considered feasible to have firefighters living beyond this distance. Those employed in the area of the station that receive written consent from their employer to respond to calls during daytime hours will also be given preferential consideration.
- Valid Class 'D' Driver's license with 'Z' endorsement and a clean driver's abstract. (Successful applicants who do not currently hold an Ontario Class 'D' driver's license with 'Z' endorsement must obtain license during their 1-year probationary period). All expenses for obtaining this license will be covered by the Municipality.



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- **Note:** successful applicants receiving a conditional offer of employment are required to provide a current Drivers' Abstract. A Drivers' Abstract indicating poor driving habits may result in the conditional offer of employment being withdrawn.
- Have a Grade 12 Diploma or the education equivalent.
- Understand and be able to communicate clearly in English - both oral and written.
- Be in good health and be capable of handling intense sustained physical effort.
- Successful applicants receiving a conditional offer of employment are required to provide a current Criminal Records Search and a Vulnerable Sector completed by the Ontario Provincial Police. The results of the Criminal Record Search may be cause for the conditional offer of employment to be withdrawn.
- If applicant is not NFPA certified, you must be willing to obtain certifications as per Ontario Regulation 343/22 made under the Fire Protection and Prevention Act within 3 years of commencing employment.

Job Description and Physical Demands- Firefighter

Firefighters are responsible for all the various firefighting and rescue duties needed to save lives and protect the property of residents and visitors including environmental protection activities that are within the scope of work as authorized by Municipal Council. They are required to be physically fit so that they may rapidly and efficiently perform these duties under emergency conditions, 24 hours a day, 7 days a week, frequently while exposed to hazards and extreme weather conditions.



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Firefighters also routinely check vehicles and equipment and train continuously. Quarterly weekend training sessions are required to facilitate more in- depth training.

Firefighters routinely attend fire prevention and public education events as a core part of the fire service. These activities help reduce emergencies, improve public safety, and build community relationships.

Firefighters exercise a considerable degree of independence but most often work in teams under the direction of a supervisor – a Lieutenant, Captain, or Chief Officer.



The atmosphere inside a burning building contains products of combustion, flames and heat. In addition, during fire extinguishment with water, steam is created resulting in almost 100% humidity and elevated ambient temperatures. With these conditions, compounded by the insulating properties of the protective clothing, natural body cooling efforts virtually cease to function, which can result in elevated body-core temperatures.

Firefighters are required to perform many tasks requiring a great degree of physical effort including:

- Search for, and rescue victims, carrying or dragging them to safety;



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- Maneuvering fire hose which is heavy and hard to handle due to the nozzle reaction forces during water discharge (similar to dragging and holding 50 – 100 kg or more);
- Carry, raise and climb ladders (up to 75');
- Climb flights of stairs to reach upper floors in high-rise buildings, carrying firefighting equipment up to 50 kg or more;
- Lift, carry and operate portable pumps, electrical generators and power tools, etc. some of which the mass is from 20 kg to 50 kg or more;
- Repetitive bending, lifting, swinging, pulling and pushing from various positions, including such as on a sloped roof, from a ladder, or in a crawling/crouching position.

Selected firefighters are required to drive and operate fire apparatus such as trucks, rescue units, pumpers, tankers, and aerial devices. Many of these units are considered heavy-vehicles and require a skilled operator who is physically fit and alert.

In addition to the physical demands, there are related psychological stresses, as firefighters never know when the next alarm will sound. Firefighters can be exposed to traumatic situations such as critical injuries and or fatalities. Depending upon the time of day or night, firefighters may go from a totally relaxed state, even sleeping, to a fully excited state when the alarm sounds. Research has indicated that heart rates can virtually double during this time.

Initial Training

Recruit firefighters in Meaford undertake approximately 120 hours of initial training over 6-12 months before becoming integrated (paired with an experienced firefighter) to an emergency response role. This initial phase of



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training is demanding, both from an academic and practical skills perspective.

Following their successful completion of recruit training, recruits will be integrated into the mainstream training curriculum for current firefighters. The curriculum is delivered through bi-weekly evenings and 4 (quarterly) single full days held on weekends to gain and polish all the skill sets that will see them qualify to the National Fire Protection Association standard for firefighters (NFPA 1001 Firefighter 1 & 2).

Throughout their first full year with Meaford Fire, recruit knowledge and skills will constantly be monitored and polished to meet NFPA standards and industry best practices. Firefighters and public safety are paramount.

Ontario Firefighter Certification Requirements

The Office of the Fire Marshal (OFM) has established mandatory certification requirements for firefighters in Ontario under Ontario Regulation 343/22 made under the Fire Protection and Prevention Act.

As part of employment with the Meaford Fire Department, successful applicants should understand that they will be required to successfully complete mandatory training, evaluations, and certification processes in accordance with Provincial legislation, applicable National Fire Protection Association (NFPA) standards, and departmental policies.

Mandatory Certifications

Firefighters in Ontario are required to achieve certification to the applicable National Fire Protection Association (NFPA) professional qualification standards relevant to their assigned duties. For suppression firefighters, this includes:

- NFPA 1001 Firefighter Level I
- NFPA 1001 Firefighter Level II



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- NFPA 1072 Hazardous Materials Awareness
- NFPA 1072 Materials Operations
- Emergency Medical/First Aid certifications as required by the department

Additional certifications related to specialized duties, apparatus operation, incident management, etc. may be assigned or required.

The Meaford Fire Department provides the required recruit training and ongoing development necessary to assist firefighters in achieving these qualifications.

Training Commitment Expectations

Applicants should expect:

- Regular evening and weekend training commitments
- Practical skills evaluations and written testing
- Live fire and simulated emergency training exercises
- Ongoing annual competency maintenance and recertification requirements
- Participation in medical, respiratory fit testing, and health and safety compliance programs
- Training is physically and academically demanding and requires a strong commitment to teamwork, professionalism, safety, and continuous learning.

Certification Timelines

Recruit firefighters are expected to actively progress through the certification process during their probationary period and first year of service. Continued



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participation as an operational firefighter is dependent upon maintaining required certifications, training attendance, and operational competencies.

Failure to successfully complete mandatory training or certification requirements may affect a recruit's continued eligibility for operational duties within the department.

Additional Information

Certification requirements for Ontario firefighters may evolve based on Provincial legislation, OFM direction, and updates to NFPA standards. Applicants are encouraged to understand that ongoing training and professional development are fundamental responsibilities of the modern fire service profession.

Remuneration and Benefits

While we cling to the term "volunteer" firefighter, all our firefighters receive remuneration for the training and emergencies that they attend based on Municipal Council approved hourly rates.

In addition to regular pay cheques issued monthly, each firefighter receives:

- ✓ Full WSIB coverage
- ✓ Supplemental insurance benefits provided by VFIS including access to our "Employee and Family Assistance Plan".
- ✓ Health Insurance/Benefits through Canada Life Insurance
- ✓ Optional OMERS Pension
- ✓ All required NFPA compliant personal protective clothing for structure fires (helmet, balaclava, individual SCBA face piece, gloves, boots, bunker suits – pants and coat)
- ✓ Class A Dress Uniform (Certified and 2-year active duty)



Inclusion and Diversity Focus

No matter where you come from, who you are, or what your background is, we believe there is a place for you with the Meaford Fire Department.

We work to remove barriers and biases within the recruitment and hiring process and to ensure that our fire service is a welcoming and inclusive workplace that is staffed by professionals who are reflective of the community we serve. We actively work towards building a culture within our organization that respects and values everyone.

The focus of our efforts is to help ensure that:

- We conduct community outreach efforts that promote inclusivity; We identify and eliminate systemic biases and barriers;
- We provide support for post-recruitment; and
- We foster an increasingly inclusive and welcoming culture across our department.

Serving our community as a volunteer firefighter is a rewarding and enriching experience. There is no reason that a career in firefighting should not be equally inviting and accessible to all who are able and willing.

Hiring Process

The Meaford Fire Department subscribes to the philosophy that a diverse team is a strong team and so if you are 18 years of age or older, in good physical condition, reside within 5km of the fire station, have a valid First Aid/CPR certificate, Minimum G or DZ preferred driver's license and are able to provide a clean "vulnerable sector" criminal background check, then you qualify to apply for a position with our team.

Applications are reviewed/processed in anticipation for the establishment of a recruit training class when required.



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The hiring process consists of six stages:

1. Submit Resume, cover letter, certifications and questionnaire by September 15th, 2026, at 11:59pm
2. Successful completion of the "Written Aptitude Assessment"
3. Successful completion of the "Physical Aptitude Assessment" is required (see next page for more detail)
4. Selected applicants are then invited to appear before an interview panel, and documentation is verified.
5. Selected applicants are invited to conduct pre-employment medical screening and police background checks (vulnerable sector)
6. Successful applicants are provided with a conditional job offer.

Physical Aptitude Testing Summary

Being a firefighter is a physically demanding job, so all applicants must demonstrate an aptitude to do the type of work we routinely encounter at an emergency. The "Physical Aptitude Assessment" is administered by our own departmental assessors and consists of the following which must be demonstrated successfully by each selected applicant.

1. Stair climb – each candidate is required to pick-up a hose pack, then ascend, descend then re-ascend a flight of stairs (8 repetitions); simulates work encountered at an apartment building emergency.

Timed event

2. Ladder raise – the candidate is asked to properly lift, raise a 14' roof ladder; simulates placing a ladder at a structure fire. **Pass/Fail**
3. Roof/wall /floor breach – each candidate utilizes a sledgehammer to strike a Keiser Machine or similar, this is a simulated forcible entry chopping device. **Pass/Fail**



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4. Equipment carries – Each candidate is tasked with lifting and carrying two pieces of equipment (e.g. - electric fan, rescue tool) over a prescribed distance; simulates the ability to transport heavy equipment safely. **Pass/Fail**
5. Limited visibility search/Confined Space – each candidate dons a fire department SCBA, and air mask face-piece then crawls through a training maze; simulates a search and rescue and confined space area. **Pass/Fail**
6. Hose advancement – the candidate drags a charged hose-line across a prescribed distance on pavement, then flows water through the nozzle; simulates a fire attack. **Pass/Fail**
7. Dummy drag – each candidate must drag a training manikin (approx. 170 pounds) over a prescribed distance and course; simulates a rescue of an unconscious person. **Pass/Fail**
8. Aerial Ladder Climb – Each candidate will ascend the aerial ladder, approximately 109' off the surface, this exercise will simulate the need to work from heights. **Pass/Fail**

Contact

Municipality of Meaford-Meaford Fire Department

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