

The Ladysmith Fire/Rescue Department provides opportunities to make positive and meaningful impacts on the daily lives of the public we serve. Are you looking for a challenging and fulfilling Paid on Call role? We are seeking a highly motivated and dedicated individual to be a part of the Fire/Rescue Officer's team.

Paid on Call Lieutenants are critical to the success of the Fire Department, ensuring the safety and well-being of the firefighting crew who report to them and the residents of the Town of Ladysmith.

Paid on Call Lieutenant-in-Training – 6 month term
Competition # 2025-24

Department:	Protective Services
Duties:	See attached Job Description
Required Qualifications:	<ul style="list-style-type: none">• Minimum 5 years experience with a fire department• OFC Interior Operations with Team Leader• Valid Class 5 Driver's License with Air Endorsement• Fire Service Instructor 1• Emergency Medical Assistant First Responder License (if not current, commit to obtaining as soon as possible).
Rate of Pay:	\$31.87/hr
Hours of Work:	Paid on Call
Reporting To:	Paid On Call Captain

This job posting will remain open until 9:00PM Tuesday, September 23, 2025.

For further information please contact Chris Geiger, Fire Chief/Manager of Protective Services at 250.245.6436; cgeiger@ladysmith.ca

If you are interested in applying for this position, please send a letter indicating your intent to apply quoting **POC Lieutenant Competition # 2025-24** in the subject line. Include how your qualifications and experience are relevant to the job description. Indicate how you meet the qualifications noted above.

Please send your documents in a **WORD or PDF** format to:

Email: careers@ladysmith.ca
Ph: 250.245.6412

Submissions after 9:00 PM September 23, 2025, will be considered late.



250.245.6436 / info@ladysmith.ca / www.ladysmith.ca
340 6th Avenue MAIL PO Box 760, Ladysmith, BC V9G 1A5



TITLE: PAID-ON-CALL LIEUTENANT
DEPARTMENT: FIRE AND RESCUE
DIVISION: CORE SERVICES
CATEGORY: FIRE AND RESCUE
BAND: PAID-ON-CALL

GENERAL ACCOUNTABILITY

This is a skilled supervisory position reporting to the Captain. The POC Lieutenant is responsible for coordinating firefighting and other emergency service activities. The Lieutenant supervises the maintenance of apparatus, equipment and facilities. The POC Lieutenant assists the Deputy Fire Chief of Training and Operations in preparation and delivery of firefighting training. During emergency operations assignments are within the Incident Command System. The POC Lieutenant is evaluated in terms of their leadership abilities, and performance of their primary duties and accountabilities.

PRIMARY DUTIES AND ACCOUNTABILITIES

- Performs assigned tasks in a structured environment
- Assists and participates in scheduled training sessions
- Participates in weekend standby and duty officer responsibilities as required
- Drives and operates Fire Service apparatus as assigned
- Assists in Fire Prevention and Public Education programs as directed by exempt management
- Responds to emergency incidents and performs related tasks
- Directs firefighting tactics
- Supervises and assists with the cleaning of facilities, equipment, and apparatus
- Supervises and assists with the return of all apparatus and equipment into service
- Delegates tasks to subordinates and follows up on work completed
- Maintains records, prepares reports and memos
- Performs related duties as assigned

REQUIRED QUALIFICATIONS, KNOWLEDGE, SKILLS AND ABILITY

- Demonstrated knowledge of the methods and strategies required to extinguish and prevent fires as well as to perform other rescue and emergency service
- Knowledge of dangerous goods identification and procedures
- Demonstrated knowledge in the operation of firefighting apparatus and equipment
- Knowledge of Fire Rescue Service policies, procedures, and operational guidelines
- Agility and strength to perform prolonged and arduous tasks as directed
- Ability to effectively supervise, maintain discipline and morale, exercise sound judgement, and cooperate with higher ranking officers
- Demonstrated ability to react quickly to any emergency in a calm and competent manner with excellent decision-making abilities.
- Demonstrates valuing diversity.

REQUIRED CERTIFICATIONS AND LICENSES

- OFC Interior Operations with Team Leader
- Fire Service Instructor I
- Emergency Medical Assistant-First Responder License
- Valid BC Driver's License Class 5 with Air Endorsement

- Commits to completion of the following courses within 2 years of promotion
 - LFR Duty Officer Training Program
 - Incident Command Systems 200
- Minimum 5 years' experience with a fire department.
- Commitment to serve the community by:
 - responding a to minimum 25% of incidents
 - attending a minimum 75% of training sessions

PREFERRED TRAINING AND SKILLS

- NFPA FF/2 or Full-Service Operations
- Valid BC Driver's License Class 3 with Air Endorsement
- Fire Officer 1