Posting Date: Nov. 17, 2026

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 team.

Paid on Call firefighters serve a key role, providing essential fire and rescue services to the Town of Ladysmith, the Diamond Improvement District, and sections of Saltair.

Paid on Call Firefighter
Competition #2026-42

Department:	Protective Services
Duties:	See attached Job Description
Required Qualifications:	• Must reside within the Ladysmith Fire Protection Area, be a minimum of eighteen (18) year of age or older and be legally permitted to work in Canada. • Valid B.C. driver's license - Class 5 with an ability to qualify for and maintain an air brake endorsement.
Rate of Pay:	$21.25/hr (2025 rate)
Hours of Work:	Paid on Call
Union:	Canadian Union of Public Employees (C.U.P.E.) Local 606
Reporting To:	Fire Chief and assigned designates through the department's chain of command.

This job posting will remain open until 9:00PM Sunday, December 10, 2026

For further information please contact Matt Foster, Deputy Fire Chief of Training & Operations at 250.245.6436; mfoster@ladysmith.ca

If you are interested in applying for this position, send a cover letter and detailed resume quoting **POC Firefighter #2026-42** in the subject line. Include how your qualifications and experience are relevant to the job description.

Trish McConnell, Manager of Human Resources
City Hall, 410 Esplanade, PO Box 220
Ladysmith, BC V9G 1A2
Email: careers@ladysmith.ca ; Ph: 250.245.6412

Submissions after 9:00 PM December 10, 2026, will be considered late.

TOWN OF LADYSMITH

POSITION DESCRIPTION

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

GENERAL ACCOUNTABILITY

Reporting to the Fire Chief and assigned designates through the department's chain of command, paid-on-call firefighters serve a key role, providing essential fire and rescue services to the Town of Ladysmith, the Diamond Improvement District, and sections of Saltair.

PRIMARY DUTIES AND ACCOUNTABILITIES

- Combat, extinguish, and prevent fires and save life and property within the Ladysmith Fire Protection area to department standards.
- Participate in training as required by the department training program.
- Assist with fire prevention programs including public education, fire and life safety inspections, and fire cause determination as assigned.
- Diligently attend and participate in all required meetings and practices.
- Perform all duties in accordance with fire department operational guidelines, rules and regulations.
- Familiarize oneself with the handling, care and maintenance of all department equipment.
- Carry a radio pager at all times when in the Ladysmith Fire Protection Area and attend promptly when the alarm is sounded.
- Lay and connect hose, direct water streams, raise and climb ladders.
- Use portable extinguishers, self-contained breathing apparatus, and all other firefighting, rescue, and safety tools and equipment.
- Search for and rescue persons from danger and provide emergency medical care.
- Ventilate premises to release heat and smoke; places salvage covers to prevent water damage.
- Drive and operate motor driven firefighting equipment as assigned.
- Receive and record telephone and other types of emergency alarms and dispatches apparatus, equipment and labour.
- Remain at the scene of an emergency or call-out unless given permission to leave by the officer in charge.
- Return after calls and practices to assist in cleaning of equipment and making the apparatus and equipment ready for the next alarm; reports the loss or damage of apparatus or equipment.
- Clean and maintain own equipment and ensure it is ready for use.
- Serve on any committee to which they may be elected or appointed.
- Make recommendations to the Fire Chief for the good of the department.
- Actively participate in training as directed by the Training Officer or Fire Chief.
- Perform related duties as required.

REQUIRED QUALIFICATIONS, KNOWLEDGE, SKILLS AND ABILITY

1. Must reside within the Ladysmith Fire Protection Area, be a minimum of eighteen (18) year of age or older and be legally permitted to work in Canada.

2. Valid B.C. driver's license - Class 5 with an ability to qualify for and maintain an air brake endorsement.
3. Demonstrated agility and strength to complete prolonged and arduous tasks under adverse conditions.
4. Demonstrated initiative with minimum direction; completing tasks by removing barriers and locating necessary resources.
5. Demonstrated ability to communicate effectively in a wide variety of situations applying diplomacy and interpersonal skill to establish and maintain productive relationships.
6. Demonstrated high level of focus on internal and external client service continuously seeking ways to meet and exceed expectations.
7. Demonstrated ability maintaining, leading, and working cooperatively within a team and with Town employees, stakeholders and partners to achieve optimal results.
8. Demonstrated ability to react quickly to any emergency in a calm and competent manner with excellent decision-making abilities.
9. Demonstrates valuing diversity.