



# DRYDEN

FIRE SERVICE

# DRYDEN FIRE SERVICE RECRUITMENT (2026)





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# Introductions

The mission of the Dryden Fire Service is to protect the lives and property of our citizens and visitors by providing prompt and professional service in the event of fire, accident, emergency, disaster or any other event which may threaten the public welfare.



**Fire Prevention**  
Bryce Hron



**Deputy Chief**  
Ryan Robertson



**Fire Chief**  
Chris Wood



**Training Officer**  
Devon Noel



**The heart and soul**  
Dryden Firefighters





# Application Process



## Application (Online)

Applications are open NOW. To apply visit [www.dryden.ca/careers](http://www.dryden.ca/careers)



## Shortlisting

Shortlisting is based on the minimum required qualifications - candidates must:

- be legally entitled to work in Canada
- be 18 years of age or older
- Possess a valid Ontario Class "G" drivers license or equivalent and access to a reliable vehicle
- Must live in the City of Dryden district boundaries



## Interviews

In-person interviews will be conducted to assess soft skills such as problem solving, communication skills, accountability, self-awareness, and conflict resolution



## Physical Ability Test

will be a circuit of job-related events that the candidate must complete

- all applicants must sign waivers before participating
- all applicants must have their blood pressure and heart rate checked before and after the fitness test



## Hiring Pool

All successful candidates will be contacted

# Online Applications



Online applications are located at  
[www.dryden.ca/careers](http://www.dryden.ca/careers)

Applicants must complete all  
portions of the online application



# Shortlisting



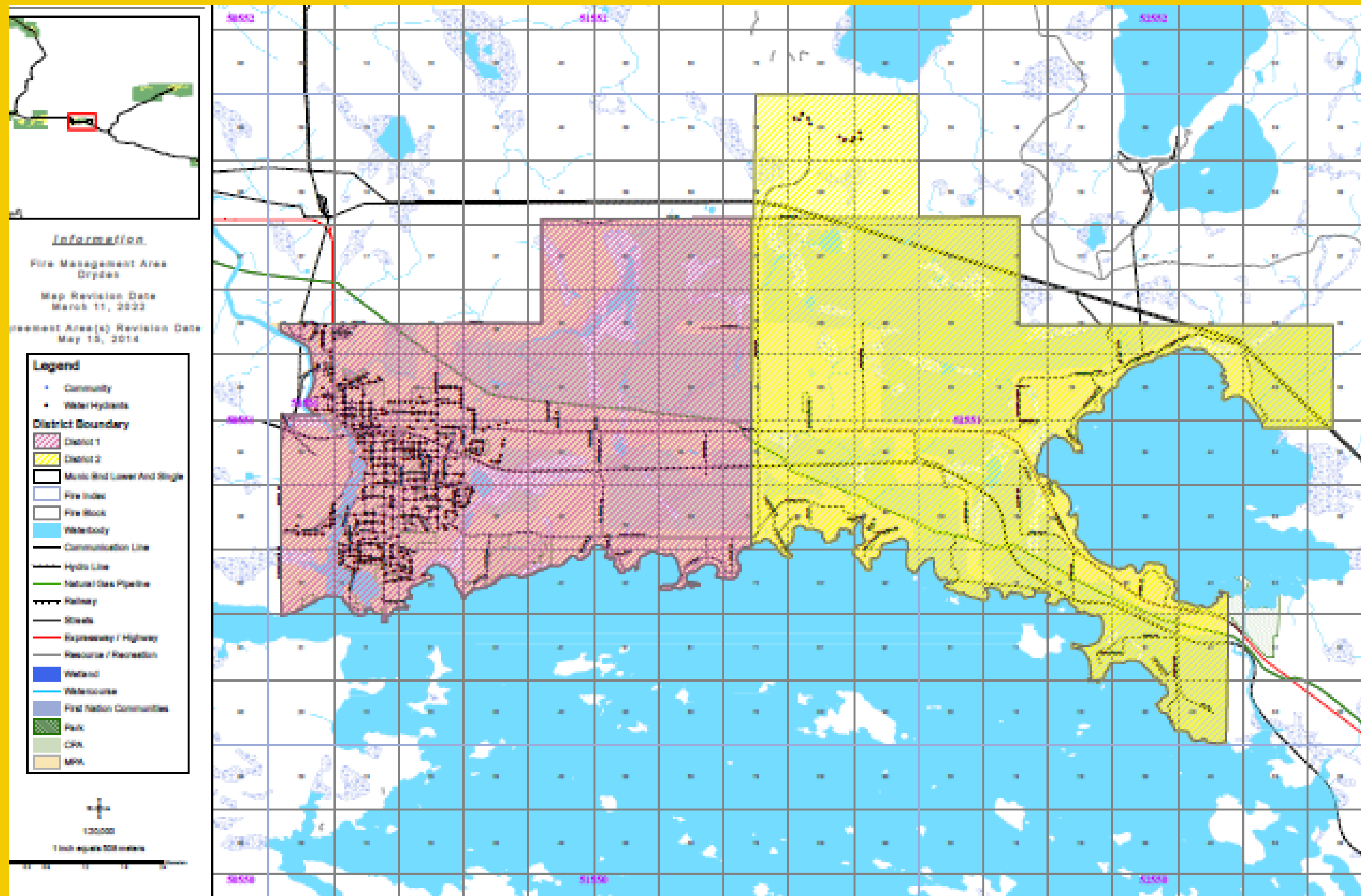
Shortlisting is based on minimum  
required qualifications

Candidates must:

1. Be legally entitled to work in Canada
2. Be 18 years of age or older
3. Possess a secondary school diploma or equivalent
4. Possess a valid Ontario Class "G" drivers license or equivalent
5. Live in the City of Dryden district boundaries



# District Boundaries





# Interviews



Candidates will be contacted to conduct an in-person interview

The interview is designed to assess soft-skills such as:

- Accountability
- Collaboration & Teamwork
- Ethical & Moral Judgement
- Self-awareness
- Problem solving
- Resilience
- Communication skills
- Conflict resolution



# Physical Ability Test



## Candidates must complete the Dryden Physical Ability Test

Candidates must:

- wear the appropriate clothing
  - pants
  - t-shirt
  - steel-toe boots
- allow to have their blood pressure assessed and heart rate
- Sign a waiver form
- complete all events of the test

Candidates will be assessed based on their ability to follow instruction and completion of the course





# Physical Ability Test



## STAIR CLIMB

Candidates must:

- Wear an SCBA & Pal-Pak
- Ascend and descend a staircase 10 times in three minutes
- The more times after 10, give you a better score
- Encouraged to use the railing
- event concludes after 3 minutes





# Physical Ability Test



## Blacked-out Search

Candidates must:

- Wear a blacked-out face mask
- Crawl through a room with zero visibility following a rope
- navigate around, over, and under obstacles
- Once you reach the door handle, the event is concluded





# Physical Ability Test



## Equipment Carry

Candidates must:

- Remove a Rotary Saw and Fire Extinguisher from a table, to the ground
- Pick both tools up and carry them 40ft around a pylon and back (2x)
- Must complete without dropping the tools
- You can put the tools down gently and reset your grip
- Event ends after both tools are back on the table





# Physical Ability Test

## Rescue

Candidates must:

- Drag a mannequin (165lbs) to a pylon located 35ft away
- Go around the pylon with the mannequin and drag it back to the starting point
- You can reset your grip and drop the mannequin
- The event ends once the mannequins feet reaches the line





# Physical Ability Test

## Hose Drag

Candidates must:

- Drag an uncharged hose line with a nozzle with the hose lines across your shoulder and chest
- This is the only event you can run
- Drag the hose 75ft to a prepositioned drum, and continue an additional 25ft
- Stop within the marked box and drop to one knee
- Pull the hose (hand-over-hand) till the first coupling reaches the box
- The event is finished when the coupling reaches the box





# Physical Ability Test



## Forcible Entry

Candidates must:

- Use a 10lbs sledgehammer to strike the front of a tire
- Keep striking the tire till the back end of the tire goes past the end of the table
- One hand must always remain on the sledgehammer
- The event concludes once the back end of the tire goes past the end of the table





# Physical Ability Test



## Equipment Hoist

Candidates must:

- Grasp a rope attached to a roll of hose
- Hoist it hand-over-hand till its over the railing
- Touch the hose roll to the ground near your feet
- Lower the hose roll back down hand-over-hand till it touches the bottom floor
- Repeat this 3 times
- Must use a hand-over-hand technique
- The event concludes after the 3<sup>rd</sup> time is complete





# Physical Ability Test



## Ladder Raise and Climb

Candidates must:

- pick up a 24ft extension ladder from the ground and raise the ladder using the rungs of the ladder until it is stationary against the building
- lower the ladder rung over rung back to the ground
- climb a pre-assembled extension ladder
- climb it making 3-points of contact
- touch the top of the window sill and come back down
- DPAT is completed once both feet are stationary on the ground





# Physical Ability Test



## You will be scored on:

- your total time to complete the course (time will be stopped only when putting on equipment and taking it off)
- how many flights of stairs were climbed
- Your ability to follow instruction



## After the completion:

- you must have your blood pressure and heart rate evaluated. Once your heart rate is below 100 BPM you can leave

# Hiring Pool



Applicants who have completed the interview and fitness test will be ranked

All applicants that are successful in the hiring process will be contacted directly





# After You've Been Contacted



- You must provide proof of a clean criminal background, including a Vulnerable Sector Search (VSS)
- The ability to obtain a “DZ” license in 2 years
- Pass a Firefighter Medical performed by a physician

# Steps of the Recruitment Process



## Orientation & HR Policies

- All candidates will start January, 2026
- Must complete orientation & HR policy sign-offs



## NFPA 1001 - FF Level I

- six months of Firefighter Level I training and completion of evaluations
- After Firefighter Level I candidates will be put into service and be responding to emergency calls on restricted duties



## NFPA 1001 - FF Level II

- Three months of Firefighter Level II training and completion of evaluations
- After Firefighter Level II candidates will be put into full service dependent on evaluations



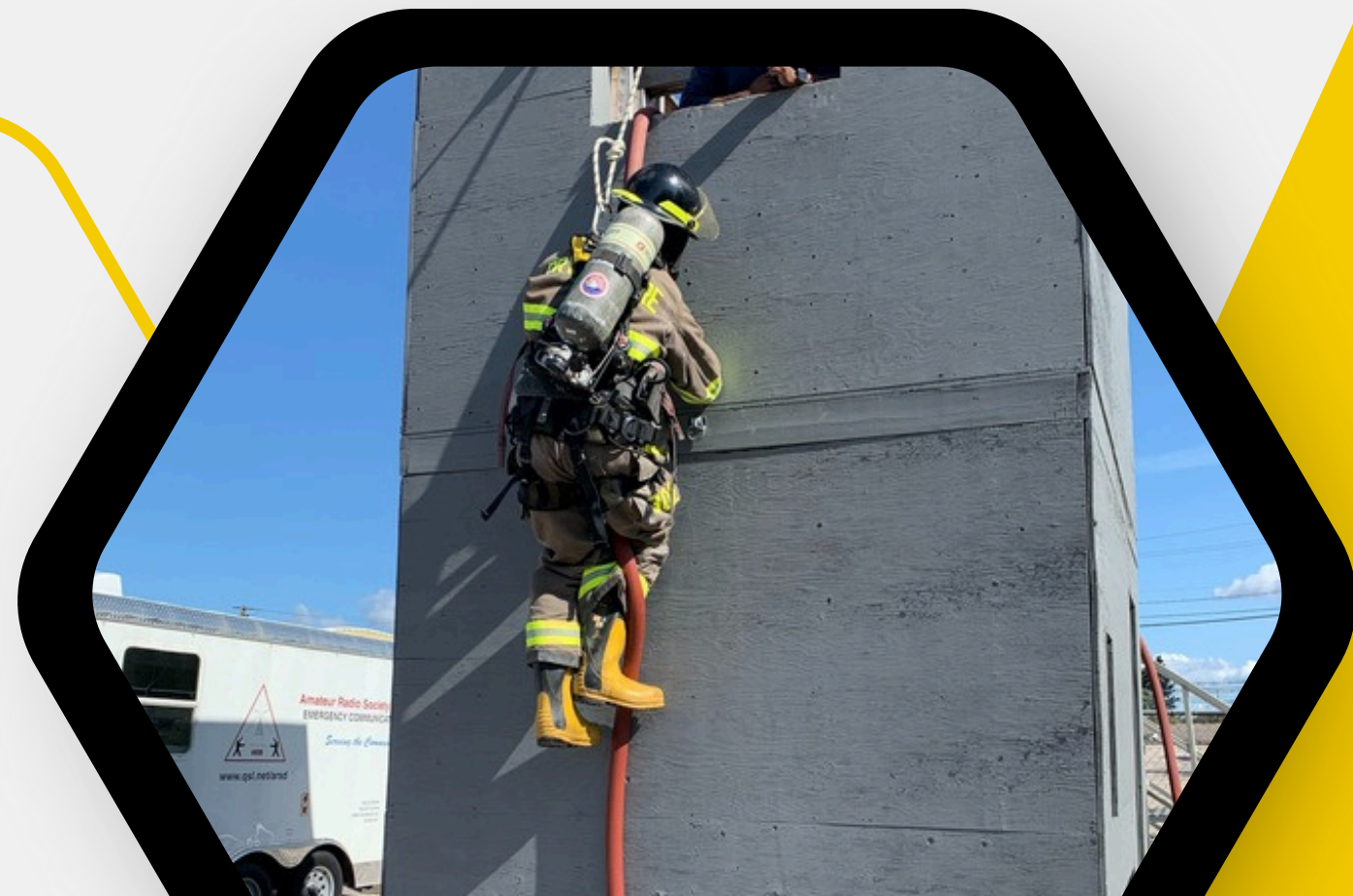
## DZ Training

- Weekend training of DZ Training
- All candidates must obtain their "DZ" license before 2 years from hire date



## NFPA 1072/470 - Hazmat

Must attend two weekend of a hazmat awareness/operations course during your 2<sup>nd</sup> year (2027)





# Expectations as a Recruit



- All practical skills for recruit training must be completed in-house
- All theoretical knowledge for recruit training must be completed online
- Attend scheduled training sessions on evenings and weekends as required
- Learn about firefighting equipment, process, and procedures
- Maintain equipment, trucks, and stations
- Complete all firefighter recruitment training AND successfully obtain Certification from IFSAC



# Total Training Hours as a Recruit

# 200 HOURS

## Can you make the time commitment?





# Expectations as a Firefighter



- Attend weekly training sessions to develop and maintain skills
- Maintain equipment, trucks and stations
- Participate in fire prevention/public education sessions
- Respond to emergency calls 24 hours a day 365 days a year
- Attend required number of training, hall checks, and calls quarterly and yearly
- Maintain clean criminal check and drivers license
- Be clean shaven when attending calls and training
- Always conduct yourself in a professional manor by following DFS policies and procedures

# The Risks



- Mentally, physically, and emotionally challenging, but very rewarding
- Higher than average in cancer rates
- Higher than average in Post-traumatic stress disorders (PTSD)
- High risk of suffering a cardiac event
- Risk of communicable diseases from providing patient care
- Possibility of dangerous events (explosions, collapse, trapped, etc.) occurring during an emergency





# The Good News

*It's all Preventable*





# The Benefits



- Compensated for response to emergency incidents, attending training, and other approved events/activities
  - \$30.24/hour (Firefighter Rate)
- WSIB coverage
- 24/7 access to the Dryden Rec Center
- Obtain full firefighter certification that most have to obtain through post-secondary education
- Make a difference in your community and be recognized as a hero
- Create bonds and friendships that will last a life time
- Learn life-saving skills as a firefighter



# QUESTIONS?

