

FIREFIGHTER

Position ID: J1125-0221

Job Type: Full Time

Department: Fire Department

Number Of Positions: 0

Min Salary: \$40.78/Hour

Max Salary: \$50.56/Hour

Closing date: December 14, 2025

As one of the fastest growing cities in Alberta, the City of Airdrie is a recognized leader in building a vibrant and sustainable community through innovation.

At the City of Airdrie, incredible opportunities happen every day in a flexible work environment that is tailored to each department. Our inclusive culture and values create a workplace where we welcome aspiring, driven and creative individuals to help us accomplish our business and community goals. We are supportive of one another, and we have fun while we serve our community. We are passionate about improving the lives of our residents through care and respect; that is the foundation of our organization. At the City of Airdrie, we learn, grow and accomplish great things together. We're proud to foster a workplace culture built on dedication, teamwork, and genuine care. Our commitment to creating a positive environment is reflected in our employee feedback from the 2025 Employee Engagement Survey, with 92.8% of employees saying they enjoy their work, and 92.6% feeling equipped with the resources they need to stay safe on the job.

If you have a passion for building a better community and are ready to join the excitement, we'd love to hear from you!

The Opportunity:

Are you ready to make a difference in a growing, vibrant community?

The Airdrie Fire Department (AFD) is hiring firefighters to help staff our department as we continue to grow and meet the needs of our growing community. This growth will see us opening our fourth firehall in November 2026.

This is your opportunity to become part of a team that values service, teamwork, and community impact.

The Airdrie Fire Department is a high performing and innovative department that is well regarded by the community it serves and the community partners with which it does business. The Airdrie Fire Department is a dynamic, highly trained, and competent team that responds to more than 3,000 service incidents annually. Our staff members are dedicated and knowledgeable and this transfers into a safe community for our residents.

The Airdrie Fire Department strives to deliver services that focus on public education, prevention and the provision of high-quality, timely fire services and medical co-response to enhance the safety and quality of life for our community.

The Firefighter position involves shift work across multiple platoons and operates in a 24/7 environment which includes days, afternoons, nights, weekends and statutory holidays. Scheduled shifts may fluctuate to meet business needs.

Responsibilities of the position include working in a team environment in:

- Provision of firefighting and rescue responses to a wide-variety of calls and incidents

- Medical co-response as a Primary or Advanced Care Paramedic
- Fire Prevention activities including Fire inspections/Fire pre-planning
- A commitment to continuous training and development
- Public education program delivery

You Bring:

- Post-secondary education in a related field would be considered an asset
- NFPA 1001 Level I and Level II Certification through IFSAC or PROBoard
- NFPA 472 or 1072 Hazardous Materials Certification – Operations Level
- Class 1, 2 or 3 driver's licence with an air brake (Q) endorsement - No more than 6 demerits (at time of application)
- A current practice permit as an Advanced or Primary Care Paramedic with the Alberta College of Paramedics (or out of province certification that is eligible for equivalency with the Alberta College of Paramedics)
- Safety Codes Officer qualification would be considered an asset
- Ability to work effectively and professionally in high pressure emergency situations
- Ability and comfort to work at heights and in restricted spaces
- Strong ability to work under physically demanding and stressful conditions
- Excellent interpersonal, influencing and conflict resolution skills
- Proven problem-solving capabilities
- Ability to work with a variety of personalities in a team environment
- Exceptional customer service focus

Fitness Evaluations:

Applicants moving forward will have to complete, or provide a record of completion for one of the following fitness evaluations. The results of these tests will be considered valid for 12 months.

[University of Alberta Firefighter Fitness Test](#)

[Red Deer Polytechnic Firefighter Applicant Physical Aptitude Test](#)

[Candidate Physical Ability Test \(CPAT\)](#)

The fitness evaluation is conducted at the expense of the applicant. The cost of this test is approximately \$200.00 - \$400.00

We Offer:

Along with a competitive compensation program and City paid health and dental premiums, this position also includes:

- Excellent health, dental, paramedical and benefits plan
- First-in-class pension plan
- Career development and tuition reimbursement
- Employee discounts, annual adult Genesis Place pass, social events, and health & wellness initiatives

Continuous learning through training and development is encouraged as are flexible work arrangements, when possible. We recognize that our people work best when they feel engaged in their environment and appreciated for their efforts and our overall benefits package reflects that.

Additional Information:

- Only candidates whose skills, experience and qualifications that meet the requirements of the position will be contacted.
- All qualified candidates will be required to successfully challenge a Firefighter Aptitude & Character Test (FACT): Candidates selected to move forward will be sent a link and there will be a cost to the candidate of \$35.00 USD to write the online knowledge examination. Additionally, you may choose to purchase a study guide for \$20.00 USD to help you prepare.
- Candidates who meet the minimum threshold will move onto the interview stage. Selected candidates will

then advance to the testing phase which includes practical fire/medical scenarios and skill assessments.

- A pre-employment medical assessment will be conducted prior to any employment offer.
- Candidates must meet immunization requirements. The list is available upon request.

Find out more about the recruitment process [here](#).

The Firefighter position is part of an employee group that is represented by the International Association of Fire Fighters Local 4778. The salary range provided reflects the 2024 Firefighter rates, from Probationary Firefighter to 2nd Class Firefighter. Please note that current rates are under negotiation.

Please note: These positions are subject to approval of the 2026 budget.

Tentative start date is April 2026 or September 2026. This competition may also be used to create an eligibility list for future Firefighter positions.

Next Steps:

Candidates are invited to apply online at. We only accept resumes and additional application documents through our online recruitment system. In-person applications, email or other online forms will not be considered.

If you require an accommodation during any part of the application or hiring process, please contact us at careers@airdrie.ca and we will work with you to meet your needs.

The City of Airdrie is committed to fostering a workplace culture where belonging, equity, accessibility, and diversity are deeply ingrained into all parts of the City, where employees feel they belong, are treated with respect, and where everyone can thrive and contribute to the City's success.

Postings close at 9 p.m. on the closing date listed in the posting. We recommend applying as soon as possible as we are not able to accept late applications.

Please review the job competition carefully and be sure to attach any specifically requested documentation in the My Documents section of your application.

Interviewing and hiring may commence prior to the posted closing date.

Thank you for your interest in the City of Airdrie.