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| BCPS_IDEAS_600dpi | JOB PROFILE Position # (Various)  E-Class: 630 |

**Title:** WildfireFire Crew Member  **Classification:** Forest Tech 9

**Ministry:** Forests **Work Unit:** BC Wildfire Service

**Supervisor** **title:** Fire Crew Leader  **Supervisor** **Position #:** (Various)

**PROGRAM OVERVIEW**

The BC Wildfire Service (BCWS) is the Province of BC’s primary emergency response organization that operates year-round to deliver its mandate for wildfire management. BCWS also delivers expertise and services in response to other natural hazard emergencies. The BCWS is underpinned by the Four Pillars of Emergency Management – Prevention & Mitigation, Preparedness, Response and Recovery. BCWS partners with ministries, agencies, local, provincial, national, and international governments, First Nations, and Indigenous organizations to advance effective management of wildfire and other natural hazard emergencies. The BCWS operates provincially, delivering services through six Fire Centres, thirty-three Zones and two provincial centres in Kamloops and Victoria. The organization will employ over 600 permanent and 2000 seasonal employees by 2024/25.

**JOB OVERVIEW**

Reporting to the Fire Crew Leader, the Wildfire Crew Member performs firefighting and other all hazard response activities according to direction. Participates in assigned field projects related to prevention, preparedness, response, and recovery and performs work in accordance with plans, standards, policies, and procedures.

**ACCOUNTABILITIES**

* Participates in removing fuel from fire path using tools (e.g., shovel, pulaski, chainsaw) to cut fire breaks, dig fire guards and establish water pumps and hose lines to control or extinguish fire.
* Performs all activities according to safe work practices, policies and standards, particularly when deployed in rugged terrain and in the vicinity of helicopters, air tankers and heavy machinery.
* Maintains constant awareness of rapidly changing weather and fire activity while on fireline, communicates changing conditions to co-works and supervisors to ensure viability of escape routes and maintain safety protocols.
* Prepares crew equipment and vehicles for dispatch in accordance with appropriate alert preparedness levels, maintaining readiness of all assigned equipment, reports issues to crew leader for immediate attention.
* Performs site rehabilitation activities to mitigate environmental impacts post incident.
* Maintains own physical fitness levels and qualification requirements to perform firefighting work in hazardous conditions and harsh terrain by participating in a regular crew fitness regime.
* Participates in the chainsaw training program to achieve required certifications required to work independently with chainsaws.
* Completes specialized training, including hover exit, rappel and parachute deployment as required.
* Performs assignments related to community fire prevention programs, assists, or conducts fire hazard assessments, tours, and demonstrations.
* Performs work related to natural resource projects, including but not limited to fuel management and prescribed burning.
* Remains informed of standby requirements to ensure personal response readiness.
* Exercises authority as a designated official delegated under the *Wildfire Act* and the Wildfire Regulation.
* Monitors potential safety issues, identifies hazards, and reports incidents, takes responsibility for ensuring personal well-being under hazardous and stressful conditions.
* Responds to general inquiries from the public, partners, and stakeholders as required.
* Supports BCWS culture initiatives in health, safety, and engagement by modelling professional behavior that contributes to an environment of respect, inclusiveness, and communication.
* Function in the Incident Command System as assigned.
* Functions as a Firefighter 1 in the ICS system, and expected to maintain certification as a Firefighter 1

**JOB REQUIREMENTS**

* Grade 12 or the equivalent; OR
* An equivalent combination of education, training and experience may be considered; AND
* Valid First Aid Ticket OFA Level 1 with Transportation Endorsement prior to attending New Recruit Bootcamp; AND
* Successfully complete pre-employment fitness standard; AND
* Successful completion of the New Recruit Boot Camp training standard and related ‘S-courses’.
* Maintain personal weights standards as required for crew type
* Class 5 driver’s license as required for crew type

Preference MAY be given to candidates with a combination or all the following:

* Previous firefighting experience, including volunteer
* Previous forestry or resource-based work experience
* Outdoor experience such as hunting/trapping, stewardship roles or fire keeping/fire watching.
* Post-secondary forestry or resource management education (in progress or completed)
* Skill or aptitude related to trades.
* High level of academics or fitness achievement.
* WorkSafe BC recognized OFA Level 3 valid through to November 2025.
* Valid British Columbia Forest Safety Council BC Faller Certification, Canadian Association of Geophysical Contractor/ ENFORM Oil & Gas Faller Certification or Faller in Training.

**PROVISOS**/**WILLINGNESS STATEMENTS**

* To be flexible regarding ongoing changes in responsibilities, assignments and corporate structures.
* To keep current on emerging issues.
* To take in-house training and certification as required.
* To fly in aircraft (fixed wing and rotary) as required.
* To work extended hours, including weekends, and be on standby with limited notice in accordance with the preparedness plan.
* To travel and overnight in remote locations where accommodations may vary as required.
* To participate in Incident Command System positions as assigned.
* To work under adverse or stressful conditions, including smoke, extreme heat and mountainous terrain in remote and isolated conditions.
* To obtain and maintain certification and training for crew positions to meet operational requirements.

**SECURITY SCREENING**

* Successful completion of security screening requirements of the BC Public Service, which may include a criminal records check, and/or Criminal Records Review Act (CRRA) check, and/or enhanced security screening checks as required by the ministry (Note: It is important that you read the job posting carefully to understand the specific security screening requirements pertaining to the position).

**BEHAVIOURAL COMPETENCIES**

* **Results Orientation** is a concern for surpassing a standard of excellence. The standard may be one's own past performance (striving for improvement); an objective measure (achievement orientation); challenging goals that one has set; or even improving or surpassing what has already been done (continuous improvement). Thus, a unique accomplishment also indicates a Results Orientation.
* **Service Orientation** implies a desire to identify and serve customers/clients who may include the public, colleagues, partners (e.g., educational institutes, non-government organizations, etc.), co-workers, peers, branches, ministries/agencies and other government organizations. It means focusing one's efforts on discovering and meeting the needs of the customer/client.
* **Teamwork and Cooperation** is the ability to work co-operatively within diverse teams, work groups and across the organization to achieve group and organizational goals.

**INDIGENOUS RELATIONS BEHAVIOURAL COMPETENCY**

* **Cultural Agility** is the ability to work respectfully, knowledgeably and effectively with Indigenous people. It is noticing and readily adapting to cultural uniqueness in order to create a sense of safety for all. It is openness to unfamiliar experiences, transforming feelings of nervousness or anxiety into curiosity and appreciation. It is examining one's own culture and worldview and the culture of the BC Public Service, and to notice their commonalities and distinctions with Indigenous cultures and worldviews. It is recognition of the ways that personal and professional values may conflict or align with those of Indigenous people. It is the capacity to relate to or allow for differing cultural perspectives and being willing to experience a personal shift in perspective.