



Fire Mitigation Member  
Fire Department  
Bargaining Unit (CUPE Local 900) Position, Temporary 2-Year Seasonal  
Posting #2026-02

The District of Clearwater's Fire Department is seeking a motivated and community-minded individual for the temporary Fire Mitigation Crew Member position. These seasonal opportunities offer meaningful work supporting wildfire prevention, education, and mitigation activities throughout the district. Ideal candidates are physically fit, enjoy working outdoors, and are passionate about enhancing wildfire resilience in our community.

The successful candidate will be strong team players, safety-focused, and comfortable working in physically demanding and rural environments. This is a rewarding opportunity to contribute to the safety and preparedness of our community while building experience in fire mitigation and emergency response.

Completion of senior secondary school or equivalent is required. Candidates must possess a valid BC Class 5 Driver's License with air brake endorsement (or ability to obtain) and maintain a clean driver's abstract. Applicants must also meet the qualifications for the Fire Department Initial Attack (FDIA) position and actively participate as members of the FDIA crew. The FDIA crew positions are non-union paid FDIA crew.

Applicants must hold, or be willing to complete, the following certifications:

- Local Fire Smart Representative (LFR) Certification (or ability to obtain)
- S-100 & S-185: Basic Fire Suppression and Entrapment Avoidance
- ICS-100: Introduction to Incident Command System
- S-212: Fireline Communications
- S-230: Crew Leader (preferred for senior positions)
- Power Saw Operator Training (Chainsaw)
- Basic First Aid with CPR and AED (minimum requirement)

Additional qualifications include:

- Minimum 1 year of relevant experience in wildfire mitigation (asset)
- Familiarity with wildfire behavior and Fire Smart principles (asset)
- Prior experience working in outdoor and rugged terrain environments
- Experience using brush saws, chainsaws, and other motorized equipment

Reporting directly to the Fire Chief, Fire Mitigation Crew Member will conduct wildfire risk reduction on both private and public properties. Duties include vegetation management, yard work, community engagement, and tool maintenance. Work may occur in varied weather conditions and rural settings.

The Fire Mitigation Crew member is part of the CUPE Local 900 bargaining unit with a pay rate of \$26.69 per hour plus in lieu of benefits, in accordance with the collective agreement. Work schedules will vary depending on program needs and available funding. The anticipated start date is on or around April 27, 2026.

Qualified candidates are encouraged to apply by emailing a resume and cover letter to [hr@docbc.ca](mailto:hr@docbc.ca), quoting Posting #2026-02 in the subject line with your name.

Thank you for your interest in this opportunity. Please note that only those selected for an interview will be contacted. The posting will remain open until filled: First review of applications begins on April 7th, 2026.