

# Greater Sudbury Fire Services



## Volunteer Firefighter Recruitment Information Guide



## Introduction

Welcome to the City of Greater Sudbury's Volunteer Recruitment Information Guide. This resource is designed to help prospective applicants understand the recruitment process, expectations, and requirements for joining Greater Sudbury Fire Services as a Volunteer Firefighter.

## Application Process

Greater Sudbury Fire Services conducts volunteer firefighter recruitment once per year. Selection activities occur between **March 1 and April 15**, and applications will be accepted at that time.

To apply, submit an online application through:

[Apply For Volunteer Firefighter](#) (search "volunteer firefighters")

## Open Houses

Greater Sudbury Fire Services hosts a series of open houses for individuals interested in becoming Volunteer Firefighters. These sessions provide firsthand insight into the role, including opportunities to ask questions and learn more about training, expectations, and station operations.

Open house dates will be posted on the City of Greater Sudbury website once scheduled.

## Requirements

To become a Volunteer Firefighter with Greater Sudbury Fire Services, applicants must:

- Possess a **Grade 12 Diploma** or **Trade Certificate**
- Hold a valid **Class G Driver's Licence** and provide a **clean driver's abstract**
- Possess or have access to **reliable transportation**
- Hold (or be willing to obtain) **Standard First Aid with CPR Level C**
- Be willing to obtain a **Criminal Record Check**
- Be **18 years of age or older**
- Be able to learn and perform essential firefighting techniques
- Reside within reasonable proximity to the volunteer station they are applying to

## Volunteer Station Locations

Applicants who are unsure which volunteer station to apply to can use the City's **interactive mapping tool** to find the station closest to their primary residence:

[Mapping Tool](#)

The volunteer stations are located at the following addresses:

| Station     | Address               |
|-------------|-----------------------|
| Waters      | 25 Black Lake Rd.     |
| Lively      | 229 Ninth Ave         |
| Whitefish   | 4895 R.R. 55          |
| Azilda      | 239 Montée Principale |
| Chelmsford  | 3400 Hwy 144          |
| Dowling     | 65 Hwy 144            |
| Levack      | 50 Nickel St.         |
| Val Therese | 4200 Hwy 69 N.        |
| Hanmer      | 4680 Lafontaine       |
| Capreol     | 65 Railway Street     |
| Garson      | 206 Church Street     |
| Skead       | 20 MacLennan Drive    |
| Coniston    | 7 Second Avenue       |
| Wahnapitae  | 162 Hill Street       |

## Station Call Outs

Below is a chart that outlines the number of calls each station has responded to in the past three years:

| Station    | 2023 | 2024 | 2025 |
|------------|------|------|------|
| Waters     | 171  | 213  | 192  |
| Lively     | 189  | 201  | 184  |
| Whitefish  | 61   | 74   | 56   |
| Azilda     | 101  | 134  | 157  |
| Chelmsford | 155  | 205  | 236  |
| Dowling    | 70   | 82   | 97   |
| Levack     | 40   | 47   | 47   |

|             |     |     |     |
|-------------|-----|-----|-----|
| Val Therese | 104 | 180 | 109 |
| Hanmer      | 37  | 120 | 143 |
| Capreol     | 59  | 80  | 84  |
| Garson      | 130 | 111 | 123 |
| Skead       | 0   | 49  | 49  |
| Coniston    | 75  | 83  | 85  |
| Wahnapitae  | 79  | 82  | 86  |

## Physical Testing

Applicants deemed suitable will be invited to participate in physical testing. Please wear appropriate **activewear** such as running shoes and gym clothing. Watches and loose or restrictive jewelry are **not permitted**.

Prior to testing, your **blood pressure** and **heart rate** will be measured.

You will not be permitted to proceed if:

- Blood pressure exceeds **160/100**, or
- Heart rate exceeds **110 bpm**

### **2026 Testing Location:**

Fire Training Grounds, Lionel E. Lalonde Centre

**239 Montée Principale, Azilda**

Dates will be posted on the CGS website and emailed to applicants.

**Note:** Caffeine, energy drinks, nicotine, and some cold medications may elevate heart rate and blood pressure. Consider limiting these on the day of testing.

### **Physical Testing Circuit**

- 1) The candidate will climb a fixed ladder on the east side of the tower to the 4th floor, transition onto the 4th floor, climb inside the tower to the 5th floor, and descend to the 4th floor.
- 2) The candidate will then use a rope to raise a folded hose from the ground to the fourth floor, pull it over the railing, and descend using the outside staircase.
- 3) The candidate will shoulder a folded hose from the bottom of the staircase, climb four flights of stairs, touch door #4, and descend and lower the hose to the ground.
- 4) The candidate will complete a one-handed carry of a pail with 50lbs for 50 feet, switch hands and carry the pail back.
- 5) The candidate will walk to the ladder on the west side of the tower, climb the extension ladder until they reach the platform, touch it, and descend.

- 6) Manikin Drag – The candidate will drag an 85 kg (185 lbs.) manikin 20 meters.
- 7) The candidate will shoulder a 65mm hose attached to a 100mm hose and drag it for 50 meters.

### **Strength Test**

- 8) The candidate will lift an auto-ex tool to chest height, lower it to the ground, and repeat ten times; following the 10th rep, the candidate will hold the auto-ex tool at chest height for as long as they can. This evolution will be timed from the start of the first lift to the time when the auto-ex tool lowers below chest height.

### **Claustrophobic Test**

- 9) The candidate must enter a “blackout” culvert with a tape-covered SCBA mask for 3 minutes. Before entering the culvert, candidates will be asked a question, which they must answer upon exiting.

## Interviews

Applicants who pass the physical testing will be invited to an interview with a panel consisting of:

- A Fire Administration representative
- A Volunteer Captain
- Human Resources

Applicants must meet the interview threshold to continue.

## Testing & Forms

Applicants who meet the interview threshold must submit:

- **Vulnerable Sector Check** (Greater Sudbury Police Services)
- **Medical, Vision & Auditory Test results**
- **Copy of Driver’s Licence and Driver’s Abstract**
- **Reference Checks** (from interview release form)

## Offers of Employment

Successful candidates will receive an offer of employment and must provide the following before the deadline:

- Void cheque or direct deposit form
- Emergency contact information
- Proof of CPR Level C & Standard First Aid
- Criminal Record Check
- Copy of Driver's Licence
- Driver's Abstract
- Medical, Vision, and Audiology forms

## Mandatory Certification & Training

The Province of Ontario requires all firefighters to be certified under **NFPA 1001 Level I & II**. Greater Sudbury Fire Services provides this **280-hour program**, which must be completed within the first **two years** of service. Recruits are paid hourly during this training.

All probationary volunteers must also obtain their **DZ licence** within their **12-month probationary period**. Training is provided at **no cost** through the City. This training is **unpaid**.

## Probation

All new volunteers serve a **12-month probationary period**. To successfully complete probation, recruits must:

- Obtain their **DZ licence**
- Attend weekly training sessions
- Attend emergency calls as per the minimum standards outlined in the CBA
- Successfully pass the **6-month** and **12-month** performance reviews