



AFRS Career Firefighter Hiring Process (2023-2024)

The recruitment process for the Abbotsford Fire Rescue Service has been broken down into eight (8) different stages.

- **Stage 1** - Application and Pre-Screening - **(November 2 – November 26, 2023)**
- **Stage 2** - Written Exam **(December 9, 2023)**
- **Stage 3** - Occupational Skills Assessment Day 1 **(January 7, 2024)**
 - Run, Swim, Skill Stations.
- **Stage 4** – Occupational Skills Assessment Day 2 **(January 13, 2024)**
 - Interview, presentation, Skill Stations
- **Stage 5** - Reference Checks, Police Information Check & Vulnerable Sector Search
- **Stage 6** - Fire Chief Interview **(Week of January 29, 2024)**
- **Stage 7** - Conditional Offer **(Week of February 5, 2024)**
- **Stage 8** - Pre-Employment Medical Evaluation and [Candidate Physical Ability Test \(CPAT\)](#)
 - CPAT **(February 17, 2024)**
 - Medical and Psychometric Test **(February 12 – March 1, 2024)**

Start Date – April 15, 2024

The City of Abbotsford Fire Rescue Service appreciates all applications; however, only short-listed candidates will be contacted via email to proceed to the next stage.

It is the candidate's responsibility to ensure email addresses are valid and up-to-date and computer firewalls/security is set up to accept emails from the City. It is the candidate's responsibility to check emails on a regular basis as there are deadlines issued for scheduling.

All testing stages are in person, and cannot be faxed, emailed or taken online.

