



AFRS Career Firefighter Hiring Process (2025-2026)

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

Stage 1 - Applications Accepted - October 6-24, 2025

Stage 2 - Written Exam - November 7-9, 2025 - ONLINE

Stage 3 - [Candidate Physical Ability Test \(CPAT\)](#) - November 29, 2025

Stage 4 - Occupational Skills Assessment Day 1 - November 30, 2025

- Swim, Beep Test, and Skill Stations (Aerial Climb, 35 ft. ladder raise, and Mechanical Aptitude).

Stage 5 - Occupational Skills Assessment Day 2 – January 10, 2026

- Interview, presentation, Skill Stations

**Stage 6 - Reference Checks, Police Information Check & Vulnerable Sector
January 12 - January 23, 2026**

Stage 7 - Pre-employment Medicals - January 26 – February 6, 2026

Stage 8 - Fire Chief Interview - February 12 - 13, 2026

Start Date - April 13, 2026

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 are 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.

The written exam is administered through BL Associates Corporate Psychologists Inc., with options for online and sharing of results from previous exams within the past 12 months.

All other testing is in-person and requires attendance on the dates scheduled.

