

Fire Captain-2026

Job Type: Lateral Hire – 12 Months Term with possibility of permanent employment

Reports To: Fire Chief / Deputy Fire Chief

Closing Date: Applications will be accepted until filled.

The City of Thompson Fire and Emergency Department is seeking an experienced and motivated professional for a **lateral hire appointment to the position of Fire Captain** on a **12- months term basis**. This leadership role is responsible for supervising fire crews, coordinating emergency responses, and ensuring that the station and equipment are kept in good working order. The successful candidate will assist in developing and enforcing operational policies, procedures, and safety standards.

Why Join Thompson Fire & Emergency Department?

In addition to meaningful, front-line emergency service work experience, the City of Thompson offers an attractive compensation package, as per TFES pay scale for the captain classification, designed to recognize the skills, commitment, and challenges of working in a northern and remote community. The position is unionized under Local 2200 IAFF.

Compensation, Incentives & Wage Progression

The City of Thompson offers a competitive and transparent compensation package, including structured wage progression and northern incentives.

- **Hourly Rate of Pay: \$65.98** (effective January 2026)
- Annual Retention Allowance: **\$11,000**
- Bi-weekly Remoteness Allowance, paid every pay period
- Comprehensive benefits package, including health, dental, vision care and pension plan.
- Overtime, benefits, shift premiums, and pension in accordance with the Collective Agreement

Key Responsibilities

- Responds to Emergency situations and assists with mitigation or supervision if required.
- Assisting the Fire Chief or Deputy Fire Chief at major incidents. Assists with the coordination of outside services.
- Assists with developing dispatching procedures and practices and ongoing training.
- Supervises tests of equipment and maintains appropriate records.
- Assists in the investigation of the cause and origin of all fires.
- Conducts training programs for departmental staff as directed by the Deputy.
- Assists in the development of City emergency and disaster planning programs.

Required Qualifications:

- 8 years full- time Firefighting experience in a comparable department.
- Current certification as a Firefighter I &II (NFPA 1001).
- Pumps Basic & Advanced (NFPA 1002)
- Incident Command System (ICS 200 or higher).
- Additional training (e.g., Fire Inspector, NPFA 1041, NPFA 1021, NPFA 1072)
- PCP Certification & COPR certification with the Manitoba College of Paramedics.
- Previous service as a Captain in a recognized municipal fire service is preferred.
- Must successfully pass a medical evaluation and fitness assessment.



HOW TO APPLY

Applications are accepted until filled. Please send detailed resumes outlining experience, education, qualifications and references via the apply now link. Those requiring accommodation or assistance with application process should call 204-677-7924 or email us at:

**Human Resources
City of Thompson
226 Mystery Lake Road
Thompson, Manitoba R8N 1S6
Phone: (204) 677-7924
E-Mail: osalau@thompson.ca
pkaur@thompson.ca**

We thank all applicants for their interest, however, only those selected for an interview will be contacted.

The City of Thompson is committed to providing a superior quality of life and unlimited opportunities. We are dedicated to supporting healthy growth and our northern urban lifestyle while providing our residents with high quality municipal services and facilities.

