

## **FIREFIGHTER / PRIMARY CARE PARAMEDICS (PCP)- 2026**

The City of Thompson's Fire and Emergency Services Department is seeking motivated, community minded professionals to join our department as Firefighter Primary Care Paramedics (PCP). Our department provides EMS and fire protection to Manitoba's fourth largest City. This role involves responding to wide range of emergency incidents, including fires, medical emergencies involving pre-hospital care within scope of practice, technical rescues, and hazardous material incidents.

### **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 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:** As outlined below (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

**Salary:** Firefighter/Paramedic (PCP): **\$82, 183.92 to \$117,084.24 per year\***

\*Firefighter/PCPs are hired as Probationary employees and may progress to the **First-Class** Firefighter/PCP within twenty-four (24) months, subject to satisfactory performance and completion of required training.

### **Key Responsibilities**

- Respond to fire calls, rescue, and medical emergencies at the PCP level.
- Assist in wildfire prevention, mitigation and suppression
- Protection of life and property by assisting in wildfire prevention and public education program.
- Operate and maintain ambulance and firefighting apparatus, tools and equipment in a safe and efficient manner.
- Maintain accurate reports, documentation and perform administrative duties as required.
- Participate in ongoing training programs and maintain required certifications.

### **Required Qualifications:**

- Post secondary education or certification in related field.
- Valid College of Paramedics Primary Care Paramedic (PCP) License, COPR Certification.
- Firefighter Level I & II (NFPA 1001).
- NFPA 1035 & NFPA 1031 (Preferred)
- Valid Class IV MB driver's license with air brake endorsement.
- Must provide valid Vulnerable Sector Check, Child and Adult Abuse Registry Checks.
- Effective verbal and written communication skills.
- Ability to meet minimum vision and hearing standards. Applicants must be able to pass a fitness and medical examination meeting department standard.
- Ability to work shifts, including days, nights, weekends, holidays, and on-call as required.



## HOW TO APPLY

Posting will remain until all positions are filled. Short-listed candidates will be contacted for the next step in the recruitment process. Applications are also available on our website [www.thompson.ca](http://www.thompson.ca)

Please send detailed resumes outlining experience, education, qualifications and references to:

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

*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.*

