

## **City of Welland Probationary Career Firefighter Recruitment Timeline**

*This is a guideline and is intended for reference purposes only. All dates and stages are subject to change at the discretion of the City. Only a select number of candidates will proceed through each stage of the recruitment process.*

*The City of Welland is committed to the establishment of a workforce which reflects the diversity of the community it serves and encourages applications from all qualified individuals who will be selected through the following process.*

### **Commencement of Recruitment**

#### **Monday, September 30, 2024**

Applications will only be accepted online. An applicant can be disqualified at any stage of the selection process, or the offer of employment can be withdrawn, for a variety of reasons, which include:

- Applicants who knowingly supply false or misleading information during any stage of the recruitment process
- Applicants who submit incomplete documentation
- Applicants who do not submit their required documentation on time
- Applicants at any stage in the selection process who fail to meet standards or eligibility requirements will not be able to progress to the next stage and will not be hired
- Circumstances change that alters the candidate's standing as originally reported to the City of Welland

### **Deadline for Applications**

#### **Friday, November 1, 2024 – 16:00**

#### **1st Interview**

#### **Mid/Late November 2024**

Interviews will be conducted over a period of 2-3 weeks. Interviews will be conducted by a Selection Committee who will interview selected candidates based on qualifications.

#### **2nd Interview, additional screening, testing and/or assessments**

#### **Mid/Late December 2024**

Any additional screening, testing and/or assessments deemed necessary by the Selection Committee will be conducted over this period.

## **Conditional Offers of Employment**

### **Late January 2025**

Candidates selected for employment will be notified with a conditional offer of employment.

## **Confirmed Offers of Employment**

Once candidates have successfully met all conditions of employment, candidates will receive a confirmed offer of employment.

Successful candidates are subject to a twelve (12) month probationary period. Performance Evaluations will be conducted a minimum of four times during the probationary period.

Evaluations will include, but may not be limited to: Oral, Written and/or Practical testing throughout the recruit program as well as any further testing, per the Collective Agreement.

## **Employment Start Date**

The anticipated start date is **mid February 2025**.