

Emergency and Protective Services

REALISTIC JOB PREVIEW

Bruce Power is looking for skilled, driven, and energetic individuals to join its Emergency and Protective Services Division. Whether it is in emergency response, fire protection, or security services, you will find a rewarding career in the energy sector.

Join our Emergency and Protective Services team

Bruce Power's Emergency and Protective Services division plays a critical role in safeguarding our people, facilities, and operations by providing around the clock emergency response, fire protection, and security services.

Their expertise and readiness ensure rapid, coordinated action during emergencies, helping to protect the public, the environment, and the integrity of our nuclear operations.

By maintaining strong prevention, preparedness, and response capabilities, Emergency and Protective Services is fundamental to Bruce Power's commitment to safety, reliability, and operational excellence.



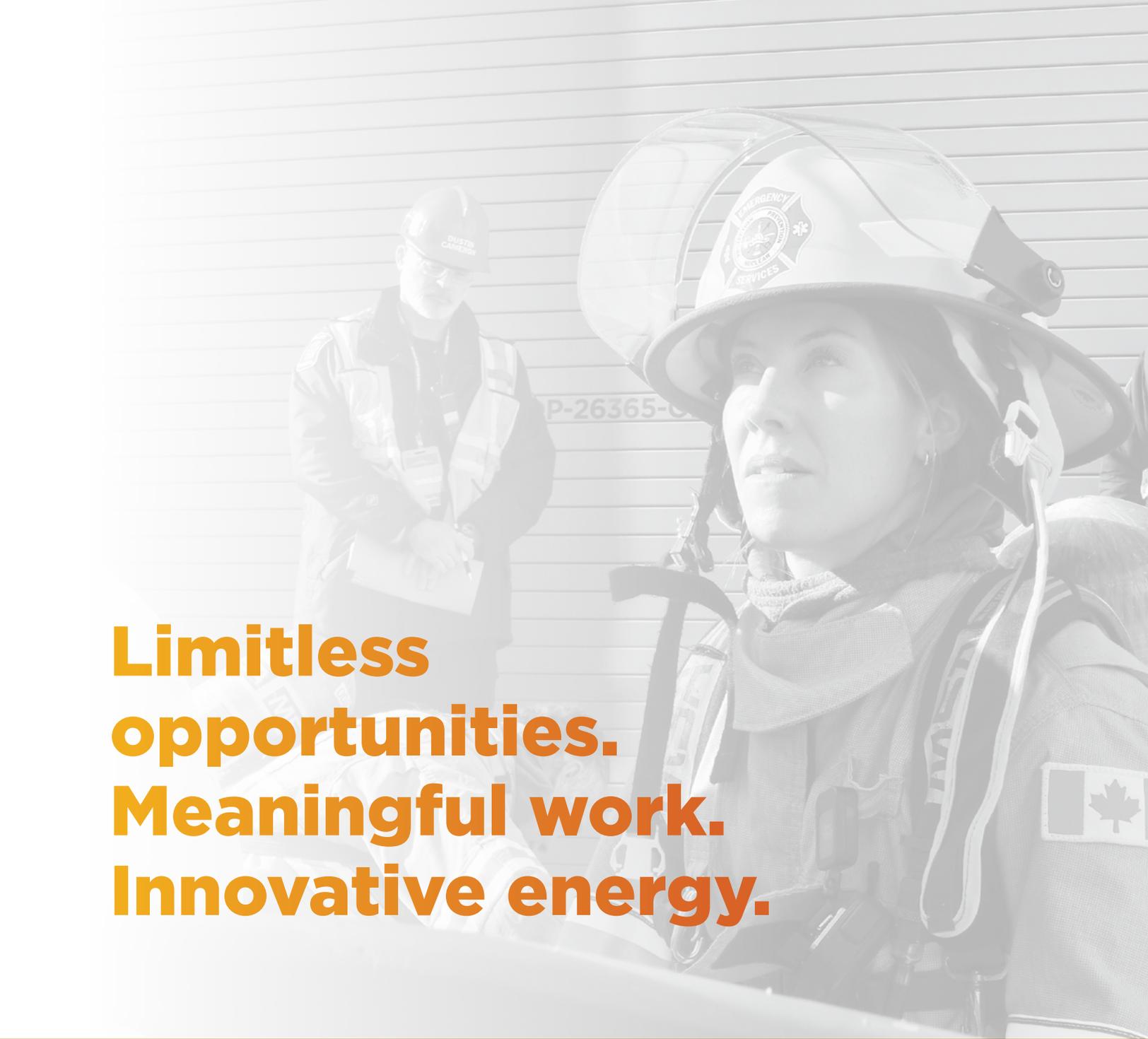
Bruce Power — Powering Ontario forward

Established in 2001, Bruce Power is Canada's only private sector nuclear generator, safely delivering clean, reliable nuclear power to families and businesses across Ontario and cancer-fighting medical isotopes used around the world.

At Bruce Power, you will experience the meaningful work of advancing Ontario's clean energy future and

medical isotope innovation while contributing to a culture of excellence. Step into an inclusive and dynamic environment that values collaboration, encourages bold ideas and empowers you to make a real difference.

Be a part of the team — our future is bright!



Limitless opportunities. Meaningful work. Innovative energy.

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Overview of the hiring process



Step 1: Apply

When an opening is advertised, you must apply online at brucepower.com/careers.

Step 2: Review

We review all applications to determine if they meet requirements. To be considered, you must have successfully completed the educational requirements in an appropriate discipline as outlined in the job description related to Security Services or Fire Protection and be eligible to work in Canada.

For every role in Emergency and Protective Services, you will be expected to have excellent written and oral communication skills, problem-solving skills, and a demonstrated ability to collaborate with others. Applicants will be required to provide official documentation you have met the following criteria.

EMERGENCY SERVICES MAINTAINER

- Grade XII and post-secondary certificate in fire related studies and NFPA 1001 (Firefighter Level I and II).

OR

- Grade XII and three years of municipal volunteer fire department experience and NFPA 1001 (Firefighter Level I and II).

All applicants MUST provide copies of the following at the time of their online application:

- NFPA 1001 Certificate
- Standard First Aid Certificate
- Valid “D” License with a “Z” License endorsement

NUCLEAR RESPONSE TEAM

- Grade XII education or equivalent and a minimum of two years of further concentrated study in a relevant field such as policing and law enforcement, criminal justice, cybersecurity, criminology, or sociology.

OR

- Grade XII education or equivalent and three years of experience in a relevant field, such as, but not limited to, policing and law enforcement, military, cybersecurity, criminology, or sociology.

All applicants MUST provide copies of the following at the time of their online application:

- Valid Firearms Possession and Acquisition License (PAL) – both restricted AND non-restricted
- Valid Ontario Driver's License

Step 3: Testing

For certain roles, the selection process includes specific fitness testing and/or assessments. These can include evaluations in areas of critical reasoning, technical aptitude tests and behavioural assessments which help us evaluate a candidate's suitability for the role.

Step 4: Interview

Candidates who are successful at the testing phase will be invited to attend an on-site interview. The interview will consist of a series of job-related interview questions. The questions are behaviour-based, meaning you will be asked to provide examples of how you have dealt with various scenarios in the past to demonstrate that you have the relevant experience to be successful in the role.

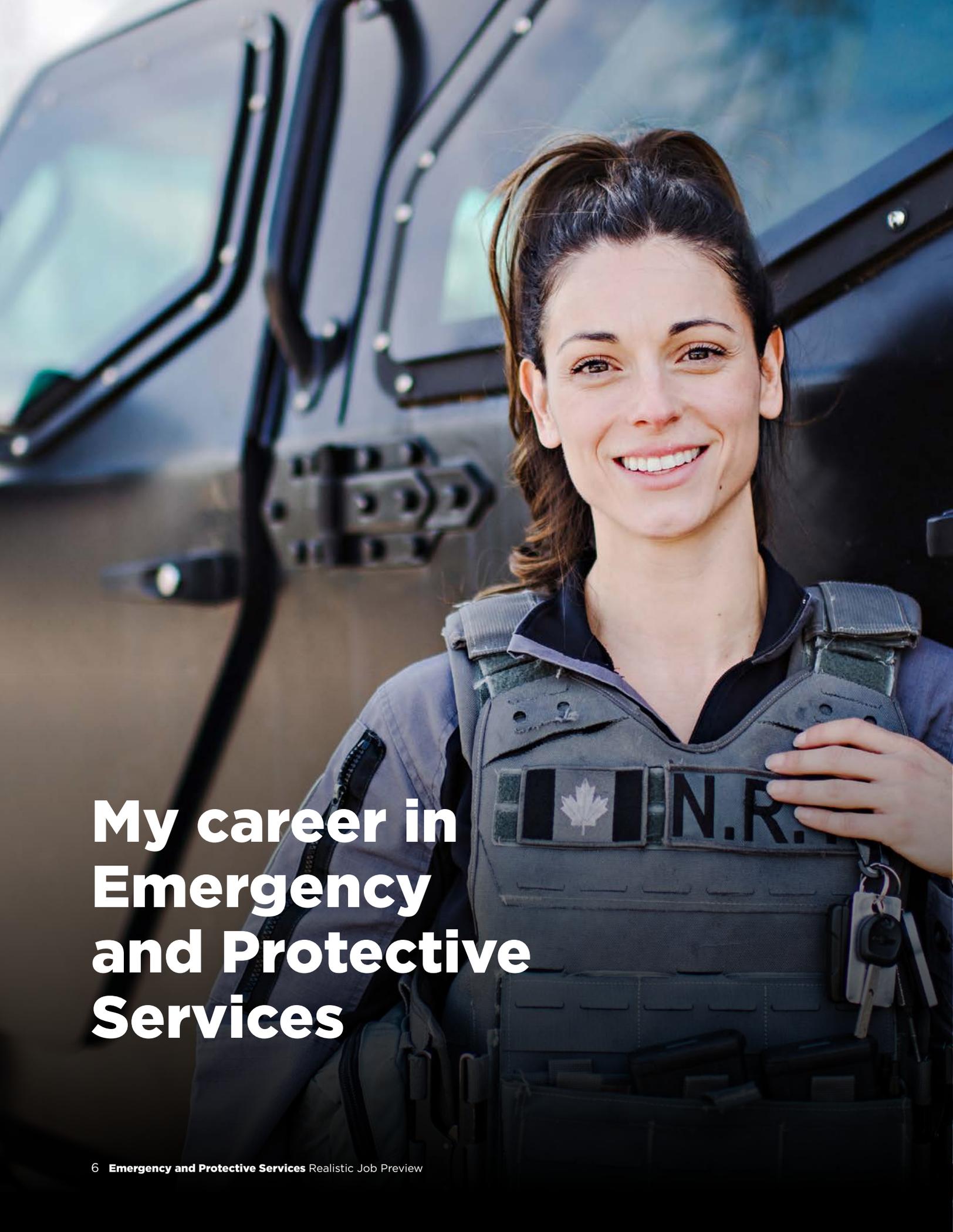
Step 5: Offer

Our job offers are conditional upon successfully passing security, medical, background and screening checks. Due to the nature of our business, security checks include Canadian Security Intelligence Service (CSIS), Royal Canadian Mounted Police (RCMP), and Ontario Provincial Police (OPP) background checks. The security clearance can take approximately six to eight weeks and is required prior to your start date.



Empowered workforce

A diverse workforce helps to ensure that we have varied and unique perspectives to achieve our business goals. Here at Bruce Power, we take immense pride in embracing individual viewpoints and fostering the kind of workplace where every employee is empowered to achieve their best.

A young woman with dark hair tied back, smiling warmly at the camera. She is wearing a dark grey tactical vest over a dark blue shirt. The vest features a Canadian maple leaf logo on the left chest and the letters 'N.R.' on the right chest. She has a set of keys hanging from a belt on her right side. The background shows the side of a dark-colored vehicle with a window and door handle.

My career in Emergency and Protective Services



Career development within Emergency and Protective Services (EPS) is strongly supported through continuous learning, skills enhancement, and meaningful engagement both on and off site.

EPS Fire staff are encouraged to expand their capabilities through additional National Fire Protection Association (NFPA) courses, formal diploma and degree programs, and participation in professional seminars, helping them stay current with industry standards and best practices. Development also extends beyond the classroom, with opportunities to compete in FireFit regional and national competitions, promoting physical readiness, teamwork, and professional pride among responders.

Security Officers work in an environment where training, teamwork, recognition, and professional growth are actively supported. Members have access to structured security training programs, refresher courses, and skill-based learning opportunities designed to build confidence and proficiency on the job. EPS Security also actively promotes participation in tactical skills competitions, bringing together security professionals and partner agencies in a structured, professional environment. These events foster camaraderie, friendly competition, and practical skill sharpening while reinforcing high standards of safety and professionalism.

Engagement and well-being

Alongside technical growth, EPS maintains a continued focus on mental health awareness and resilience training, recognizing the unique demands placed on emergency responders. Team members also contribute meaningfully to community and outreach initiatives — participating in programs like Build a Dream, career fairs, and Take Our Kids to Work Day — to help inspire future generations and highlight the rewarding career paths available within Bruce Power's emergency services.

EPS employees further support public engagement through site tours, community events, and broader outreach activities that highlight the significant role of nuclear security and emergency preparedness. Teambuilding and crew engagement events also strengthen collaboration and connection across departments.



What does a typical day look like?



This section provides a high-level overview of the Nuclear Response Team and Emergency Services Maintainer roles, highlighting key responsibilities without listing all duties involved.

Emergency Services Maintainer

As an Emergency Services Maintainer, you will perform fire protection duties such as combustibles fire zone walkdowns, hot work inspections, and fire impairments in accordance with procedural duties and responsibilities. Your role is to respond to site incidents when called upon, including fire emergencies, first aid and medical situations, and the rescue of individuals from heights or confined spaces, hazardous material emergencies, or vehicle extrications, as required. This role requires staff to interact with other agencies such as municipal fire departments, external ambulance services, and external HAZMAT agencies.

Nuclear Response Team

The Nuclear Response Team's primary function is to conduct security activities on a shift basis, as required under the Canadian Nuclear Safety and Control Act and other applicable regulations, including the Canadian Nuclear Safety Act and the Firearms Act.

In this role, you will provide conventional and/or armed security patrols, along with tactical response capabilities, for breaches of security, emergencies, armed attacks, or other contingency situations within protected or controlled areas. You are also responsible for apprehending, arresting, and searching armed or unarmed intruders pending the arrival of local or provincial police services. All actions must follow prescribed security procedures and may range from deterrence through physical presence to the use of an appropriate level of force, as permitted under the Criminal Code of Canada and required by the situation.

Other key aspects

Unionized environment

Emergency and Protective Services staff are represented by the Power Workers' Union (PWU), and things like compensation and vacation are part of the Collective Agreement between Bruce Power and PWU. As part of your orientation and onboarding, you will have the opportunity to meet with a union representative and better understand what it means to be a part of a union.

Schedule

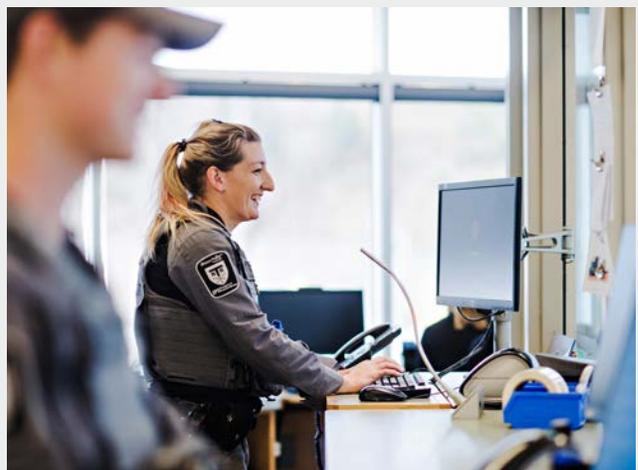
Emergency and Protective Services operate on a structured shift schedule to provide continuous, 24 hours a day, seven days a week operational support. If there is a requirement to work overtime, you will be compensated in accordance with the Collective Agreement that applies to your position.

Discretion and responsibility

As an Emergency and Protective Services team member, there is an additional focus to respond safely and effectively while protecting workers, the public, and the environment. This is achieved by consistently following all policies and procedures.

Workload

Both teamwork and independent activities can be a part of each day. Depending on assignments, Emergency and Protective Services staff may be located in the stations, whereas other staff work in office environments elsewhere on site and may be required to go to the stations from time to time. During any emergency response, you are relied upon to respond in a manner that minimizes risk and mitigates impacts on people, the environment, and site operations.



Who we are

Commitment to safety

At Bruce Power, Safety First is our number one value. Whether protecting our people, the environment, or our neighbouring communities, we work 24 hours a day with safety at the forefront of everything we do.

Awards and recognition

We know your career is important to you. We are honoured to be recognized as a great place to work by a number of organizations and publications.



Proud past, bright future

The Bruce Power site has a proud history of nuclear power generation. Now, with our multi-year Life-Extension Program, we're building on our expertise to invest in our assets, our communities and our province.

As part of the Life-Extension Program, Bruce Power is carrying out its Major Component Replacement (MCR) Project. The MCR Project began in January 2020 and focuses on the replacement of key reactor components in Units 3-8, including steam generators, pressure tubes, calandria tubes and feeder tubes.

The program will secure an estimated 22,000 jobs directly and indirectly from operations, and an additional 5,000 jobs annually through the investment program, injecting billions into Ontario's economy.



About Bruce Power

Bruce Power is an electricity company based in Bruce County, Saugeen Ojibway Nation Territory, Ontario. We are powered by our people. Our 4,200 employees are the foundation of our accomplishments and are proud of the role they play in safely delivering clean, reliable nuclear power to families and businesses across the province and cancer-fighting medical isotopes used around the world. Bruce Power has worked hard to build strong roots in Ontario and is committed to protecting the environment and supporting the communities in which we live. Formed in 2001, Bruce Power is a Canadian-owned partnership of TC Energy, OMERS, the Power Workers' Union, and The Society of United Professionals.



brucepower.com/careers