



City of Mutare **ZIMBABWE**

Institute Civil Protection
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Town Clerk Mutare City

THE URGENT CHALLENGE: SKILLS FLIGHT IN FIREFIGHTING

- Local authorities across Zimbabwe are grappling with the exodus of skilled firefighters.
- An average of 85 firefighters are lost per year across the Country.
- Since 2012, the Country has lost an average of 1,200 firefighters.
- City of Mutare loses an average of 6 firefighters per year.
- Since 2012: Mutare has lost 62.
- 5 firefighters have already left Mutare in the current year. (3 already have offers and are waiting for tickets) Those setting up new fire sections should take note of this challenge. We are developing skills for others



PROBLEM

Skilled personnel are leaving for higher-paying jobs abroad, crippling local emergency response capacity.



United
FOR MANPOWER SOLUTIONS

**WE ARE LOOKING FOR
FIREFIGHTERS**

BOUND FOR QATAR

APPLY NOW!
CLICK THE LINK IN THE CAPTION TO
APPLY OR YOU MAY SEND YOUR
CV/RESUME DIRECTLY TO:

recruitment@united-mp.com

- ✓ NO Recruitment Fees
- ✓ Work with top-tier healthcare institutions

ISO 9001:2015 - QUALITY MANAGEMENT SYSTEM
ISO 14001:2015 - ENVIRONMENTAL MANAGEMENT SYSTEM
ISO 45001:2018 - OCCUPATIONAL HEALTH AND SAFETY



URGENT
HIRING!
FOR SAUDIA ARABIA

**FIRE
FIGHTER**

REQUIREMENTS:

- Eligible age range is 21 to 35 years
- He is likely good at speaking English
- He should have at least 4 years of experience

2800SR
8 POSITIONS
AVAILABLE

051-6656229
03009611422
www.biotechop.com

Flat # 12, 1st Floor, United Centre, Ghalabaddah,
Shamassat, Murree Road Rawalpindi
biotech3800@gmail.com



WE'RE HIRING!

FIREFIGHTER
(ENTRY LEVEL/LATERAL)

SALARY RANGE:
\$5,768-\$7,011 Monthly
\$69,225-\$84,143 Annually
Salary for lateral transfer will depend on experience.

BENEFITS & QUALIFICATIONS:
For a complete list of qualifications, benefits,
and application details, please review the job flyer at
[HTTPS://WWW.GOVERNMENTJOBS.COM/CAREERS/SIERRAMADRE](https://www.governmentjobs.com/careers/sierramadre)

Our Core Mission:

- **Grow Local Talent:** Training new recruits ready to serve municipalities, Government agencies, and private industry.
- **Upskill Existing Staff:** Offering advanced training modules for current employees across all local authorities. Introducing a simulation training system
- **Bridge Academia and Practice:** Equipping professionals with cutting-edge skills to build safer, more resilient communities.



**THE INSTITUTE
OF CIVIL
PROTECTION
(ICP): OUR
STRATEGIC
RESPONSE AND
SOLUTION TO
REVERSE THE
TREND**

**A CREDIBLE
PARTNERSHIP
FOR EXCELLENCE**

Conceptualization:



- Inspired by a visit to the University of Civil Protection in Belarus (November 2023).
- Formal proposal accepted by City of Mutare.

Partnership:



- Established in collaboration with Manicaland University of Applied Sciences (MSUAS).
- The Institute will operate as a dedicated section under the University.



Accreditation & Recognition:

- The program is approved by the Zimbabwe Council for Higher Education (ZIMCHE).
- Provides internationally recognized certification.

Future Growth:

- More courses, including degree programs, will be introduced annually.
- A "train the trainers" program for the degree is planned in collaboration with the Belarus University of Civil Protection.

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THE GROWING NEED: FIRE INCIDENTS ON THE RISE

- The demand for skilled firefighters is increasing as fire incidents escalate.
- Veld Fires (2024): 216 reported veld fires occurred.
- 71,119 hectares of land were destroyed.
- Tragically, many lives and properties were lost.
- Structural Fires: Council offices in Shamva & Guruve were destroyed by fire this year.
- Mutare Response (Jan - Oct 2025): Attended to 131 fire reports and 29 road traffic collisions. (that's good training ground for fire fighter cadet)
- New Grand reef recent fire incident
- Global increasing fire incidents , world cities destroyed , New York statistics,

Grand Reef Water Cannon Salute



Current Fleet:

- 3 x 5000-litre fire trucks
- 2 x 1800-litre fire trucks
- 1 x Specialised fire ladder
- 3 x Ambulances
- Several small but very critical tools
- Two fire station, planning another substation in Chikanga

Human Capital:

- Leadership: Head of Department (20 years exp, Disaster Mgmt Degree, Chair of Nat'l Fire Assoc.).
- Senior Instructors: Team with 15-22 years of experience, trained in Zimbabwe and Belarus.
- Progress: Reduced emergency response time from 25 mins (2023) to 8 mins (2024).

**CITY OF MUTARE'S
CAPACITY &
EXPERTISE**

RIGOROUS, SIMULATION-BASED TRAINING

Core Principle:

Training is complex and cannot be piecemeal (not 2 weeks or 3 months).

Why? Requires:

- Extreme physical & mental conditioning.
- Diverse skill sets for various emergencies.
- High-stakes live-fire drills.
- Teamwork, critical thinking, and adaptability under pressure.

Key Feature:

- Simulation is a major part of the training model.
- Current Program: Certificate in Fire Science and Civil Protection (First cohort writing exams in October).

PARTNERSHIP OPTIONS FOR COUNCILS

Option 1: Council-Sponsored Cadets

- You recruit your own trainees (we assist with selection for free(CAAZ, Councils).
- You pay their fees and upkeep on agreed terms.
- Benefit: Guaranteed workforce for your council.

Option 2: Open Recruitment (Self-Funded)

- ICP recruits directly from the public.
- Graduates are self-funded.
- You can then recruit from our graduate pool.
- Benefit: Lower cost, but no guarantee graduates will join your council.
- Mutare city will absorb first from the recruits
- O

CITY OF MUTARE



COMPLEXITY OF FIREFIGHTING TRAINING

"Fire fighting requires proper skill to manage."

Complexity:

Training is physically and mentally demanding, requiring a diverse skill set to handle high-stakes situations under pressure.

No Shortcuts:

Comprehensive training cannot be conducted in piecemeal sessions of a few weeks or a month.

The Risks of Inadequate Training:

- Damage to expensive equipment.
- Risk of serious injury or death to your staff.
- Destruction of property

MAIN COST DRIVERS FOR ESTABLISHING A FIRE SECTION

- KEY COSTS ARE AS FOLLOWS:
 - EQUIPMENT AND SUPPORT TOOLS.
 - RESCUE EQUIPMENT:
 - HYDROLIC SPREADING TOOLS
 - HYDROLIC CUTTING TOOLS
 - HYDROLIC TELESCOPIC RAMS
 - SCUBA – SELF BREATHING
 - PORTABLE COMPRESSOR SYSTEM
 - HYDRANTS
 - HYDRANT MISLENENIOUS GEAR
 - RADIO COMMUNICATION SYSTEMS
- TRAINING OF FIRE FIGHTER
- PPE FOR FIRE FIGHTERS
- REPAIRS & MAINTENANCE
- SIMULATORS FOR CONTINOUS TRAINING
- FIRE FIGHTING (1000 LITER CAPASITY FOR RED LION) (@\$9 PER LITER)
- NOTE: Most if not all urban councils are currently relying on donated fire equipment , tools and PPE. (we only managed in 2023 to date to start procuring our own and not entirely rely on donations after introduction of a new ring fenced levy)

RECOMMENDATIONS & THE WAY FORWARD

"Fire fighters are like soldiers, many wont appreciate the importance of soldiers until the country is under attack."

We must plan properly and prepare ahead of incidents.

Key Recommendations:

- Invest in the comprehensive training of cadets.
- Prioritize sourcing and procuring adequate PPE. NSSA will penalize you for deploying fire fighters without PPE. You even risk jail term for exposing your staff to such hazards.
- We appeal to the Ministry to assist Councils, with procurement of equipment and PPE.
- This cannot happen overnight , although we have pressure to use this

An aerial photograph of a city, likely Durban, South Africa, featuring a collage of various urban scenes. The collage includes a large stadium, a multi-story building with a colorful mural, a white building with a clock tower, and a hillside with purple flowering trees. A central dark blue hexagonal overlay contains the text "Thank You" in orange. The entire image is framed by a dark blue border with rounded, organic shapes.

Thank You