How To Excel At The 3 Most Important Phases Of The Firefighter Hiring Process!

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Objectives

• Identify key points to assist you in being the best FF candidate you can be.

• Identify key points to assist you with the 3 most important phases of the FF hiring process:
  1. The oral interview
  2. The academy
  3. The probationary period
Objectives

• We don't test character, we reveal it!
Firefighter Hiring Process

- Position is announced through a job flyer, application period open.
- Submit your application, include a resume and copies of any REQUIRED certificates or licenses.
- Written examination.
- Physical ability test.
Firefighter Hiring Process

- Oral Interview (100% of score)
- Skills Examination
- Chief’s Interview
- Conditional Job Offer
- Polygraph Evaluation
- Background Investigation
Firefighter Hiring Process

• Medical Examination
• Psychological Examination
• Recruit Academy
• Probationary Period
The Oral Interview
What To Expect:

• 2 to 4 raters, 1 proctor
• 1 or 2 different oral boards
• 4 to 12 questions
• 8 minutes to 30 minutes
• Series of questions to evaluate you
Proper Preparation

• Do your research
• Know yourself
• Rehearse your answers
• Ensure professional attire is ready
• Interview as much as you can
• Know the scoring dimensions
Types Of Questions

• Opening statement
• Department / community questions
• Personal questions
• Situational questions
• Closing statement
Answering Questions

• Listen to the question
• Don’t jump to answer
• Watch the uhms, ahs, duhs, etc.
• Look each person in the eye
• Don’t alienate anyone
• Time management
Answering Questions

• What are “they” looking for?
• Don’t just answer the question, answer the question!
• Intro-body-conclusion method
• Smile, show passion & enthusiasm!
• Basically make them like you!
The Recruit Academy
What To Expect:

- 1 week to 24 weeks

- May include State Certifications like:
  - Auto Extrication
  - I-200
  - Confined Space Awareness
  - Haz Mat First Responder Operations
  - Low Angle Rope Rescue Operational
  - Rescue Systems 1
What To Expect:

- Will be stressful
- Will include lots of physical activity
- Will bring out the real you
- Homework, evening & weekend study, online classes
- Teamwork
- Very long days
How To Best Prepare:

• Be physically fit
• Be mentally fit
• Be financially fit
• Know the department & community
• Go through a college FF 1 academy
• Get your 2 year degree in fire
Reasons Why Many Fail Out:

• Not keeping 80% **written** test average
• Not keeping 80% **skills** test average
• **Physical** fitness issues
• **Mental** fitness issues
• **Character / Attitude / Behavioral** issues
Increasing Chances For Success

• Attend & pass a college FF 1 Academy
• Obtain a Fire Technology 2 year degree
• If you’ve been through an Academy, maintain your skills
• Be physically fit / don’t rely on CPAT
The Probationary Period
What To Expect:

- 12 months to 36 months
- May rotate stations daily, monthly, quarterly, every 6 months, etc.
- Routine testing
- Having to “play the game”
How To Prepare / Succeed:

- Be **mentally** ready
- Be **physically** ready
- Be **emotionally** ready
- Time / project management
- Build and maintain **relationships**
- Learn and train as much as you can
Reasons Why Many Fail Out:

- Not keeping 80% written test average
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- Physical fitness issues
- Mental fitness issues
- Character / Attitude / Behavioral issues
Preparing For Post Probation:

• **Manage** your finances
• Don’t get complacent
• Don’t let the recliner seduce you
• Continue your **training & education**
• Continue **department involvement**
• **Best predictor of future behavior is past behavior!**
Resources:

» Soft cover

» EBook

• Available at:
  – iTunes
  – Amazon
  – www.chabotfire.com
REMEMBER ......

Don’t just prepare for the test ..........

Prepare for the position !!!!
QUESTIONS?

Thank you very much for your time!

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