

**Oral Interview Questions – Captain / Company Officer**

1. Please tell the board how your knowledge, skills and abilities have prepared you for the position of Captain with our department?
2. Please tell the board how you have prepared for the position of Captain in the way of education, training and experience with our department?
3. What are the critical responsibilities of a Captain today?
4. Why do you want to be a Captain with our department?
5. Please describe a situation where you had to mediate a dispute between other co-workers. What was the outcome?
6. What is your greatest character strength, and what is your greatest character weakness? Regarding the weakness, what are you doing to improve on that weakness?
7. What makes you the best candidate for the position of Captain?
8. What are the three biggest issues facing this fire department today?
9. Please describe your first year goals as a newly promoted Captain. How do you intend to achieve those goals?
10. What you have done in the last 24 months to prepare for the position of Captain?
11. What is your five-year professional and personal development plan?
12. Please describe one area you feel the department is strong in, and one area you feel the department could use some improvement in, and how you think you may assist with the improvement.
13. Let's assume you are promoted to the position of Captain. Please describe your first day on the job in your new position.

14. Describe and define the type of relationships you'd like to foster with your subordinates. With your Battalion Chief? With Senior Staff? What actions would you take to ensure relationships you've described would come to reality?
15. What does integrity mean to you?
16. Shortly after the start of the shift, your paramedic comes up to you to advise you that there is 10 mg. of Morphine missing from the drug box. What are you going to do?
17. Just after lunch, your engineer comes up to you to advise you that one of the lights on the engine is not functioning. What are you going to do?
18. How do you motivate an employee?
19. A recent policy on cell phone usage has been approved by labor / management, and the Fire Chief has directed the Captains (through the chain of command) to present it to each crew, address the issue, outline the new policy, and answer any questions. You know this will be an unpopular policy; how do you intend to deliver the message?
20. If promoted, would you be willing to take on a 40-hour staff assignment, especially if it was the only open position for the life of the list?
21. What is the most important service we provide to the public? Why do you feel it is most important?
22. What is your understanding of the Firefighters Procedural Bill of Rights?
23. Please tell us what progressive discipline means to you, and explain the different levels found within the department.
24. What are the three most important qualities a Captain in this department should possess?
25. That concludes all of the questions; is there anything you would like to add to close the interview?