



panel interview

WHAT TO EXPECT

If you successfully complete the written examination, you will be invited to participate in the Firefighter II panel interview, also referred to as the oral interview.

Success in the oral interview is not based on your personal experience and training in firefighting. The panel interviewers' will be evaluating your ability to show you are ready for the physical and mental challenges of the training and the job.

A CHECKLIST

Be prepared!

The most important thing that you can do to prepare for an interview is to be familiar with the position and with the organization you are applying with. The Candidate Information packet* describes the requirements and expectations for the position. Become very familiar with these and make sure you have started preparing yourself both academically and physically.

Make a good first impression

Opinions are formed within the first 10 – 30 seconds that people meet. Do not let your choice of clothing detract from your smile and offer of confident handshake when you first meet the panel interviewers.

If you do not know how you appear to others, practice in front of a mirror or have someone videotape you. Mock interviews can be very helpful too. Ask people with experience to help you by asking questions that you have to respond to spontaneously.

Express yourself with confidence and enthusiasm

Listen carefully to the questions and the interviewers instructions so that you understand them. Answer the questions completely without unnecessarily repeating information or making it hard to follow your train of thought.

Interviewers look for enthusiasm and energy that demonstrates your willingness to learn and to work hard in both the Training Academy and the position once training is complete. Be honest in your responses and don't be afraid to ask questions when allowed for by the panel interviewers.

*Candidate Information packet and other helpful documents are available online at www.aacounty.org (click on Employment; Job Announcements; Fire Department Information). Printed copies are available from the Office of Personnel (2660 Riva Road, Annapolis, Maryland 21401) and from the Fire Department Headquarters (8501 Veterans Highway, Millersville, Maryland 21108).