

OVERVIEW OF THE ENTRY LEVEL FIREFIGHTER HIRING PROCESS

Job Announcement

- Accepting applications from March 22nd - April 10th, 2017
- Visit www.aacounty.org
- Click "Jobs" at top of page; Select "Job Announcements"; Click "Entry Level Firefighter" position to apply.

Written Examination

- Applicants will receive electronic notification (email) of date, time, and location of exam
- Approximately 4 hours to complete exam
- Primary test date currently scheduled for May 6, 2017. Possible second test date of May 7, 2017 depending on number of applicants.

Oral Interview

- Successful candidates will be invited to the Oral Process and must bring completed Personnel History Statement (Background Book)
- Candidates are evaluated by an interview panel based on an established criteria
- Currently scheduled for June 2017

Background Investigation

- Successful candidates from the Oral Process will be invited to CPAT and the Background Investigation will be conducted.
- Investigators will conduct a comprehensive background check.
- Candidates that have successfully completed CPAT & passed the Background Investigation will remain eligible for consideration
- Currently scheduled to begin August 2017

CPAT

- CPAT = Candidate Physical Agility Test
- Successful candidates from the Oral Process will be invited to CPAT.
- This is a Pass/Fail event based on a set time criteria
- Candidates will have 3 opportunities to obtain CPAT certification
- A 12-week mentoring program is being offered to prepare for the CPAT test
- The CPAT Administrator may accept CPAT certifications from other sources/jurisdictions
- Currently scheduled to begin August 12, 2017

Medical Examination

- Based on hiring needs, an appropriate number of candidates who successfully completed all phases of the recruitment process are given a conditional offer of employment and scheduled for the medical examination.
- Currently scheduled for January 2018

Fire Training Academy

- Candidates passing their medical examination will be given a Final Offer of Employment
- Fire Training Academy is a full-time (Mon-Fri) work schedule and lasts approximately 6 months
- Currently scheduled for February 2018