

OVERVIEW OF THE ENTRY LEVEL FIREFIGHTER HIRING PROCESS

Job Announcement

- Open job announcements are posted on the Anne Arundel County website
- Applications are accepted during the timeframes indicated on the announcement
- 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 3 - 3 1/2 hours to complete exam

Oral Interview

- Candidates successfully completing the written exam will be invited to the Oral Process
- Candidates are evaluated by an interview panel based on an established criteria

CPAT

- CPAT = Candidate Physical Agility Test
- 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

Background Investigation

- Candidates complete a personal history statement
- Investigators conduct background checks by interviewing candidates, past employers, references, criminal history, driving and academic records
- Candidates that have successfully completed CPAT & Background Investigation will remain eligible for consideration

Medical Examination

- Based on hiring needs, an appropriate number of candidates who successfully completed all phases of the process are scheduled for medical examinations
- Candidates selected for physical examinations will be offered a Conditional Offer of Employment

Fire Training Academy

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