

CLIMB THE LADDER TO A SATISFYING CAREER

Recruitment Process



Stages

Step 1 – On-line Application
Step 2 – On-line Assessment
Step 3 – Supervised Assessment
Step 4 – Physical Aptitude Test
Step 5 – Interview
Step 6 – Medical Assessment

Step 7 – Referee Checks
Step 8 – Criminal Records Check
Step 9 – Driving History Check
Step 10 – Offer of Employment
Step 11 – Uniform Fit
Step 12 – Entry to College

Introduction

Applicants must pass all selection processes in order to be offered a position with the NSW Fire Brigades (NSWFB). Accordingly the selection process may take up to 12 months to complete. Please be aware that placement on the waiting list does not guarantee progression to further selection stages as the number of positions available is limited.

The following pages outline the various stages required to gain employment as a firefighter. For more detail on the various assessment processes, please go to our website at www.fire.nsw.gov.au

For further information please visit our website at

www.fire.nsw.gov.au

T: (02) 9265 2636

F: (02) 9265 2883

E: recruitment@fire.nsw.gov.au



Step 1 – On-line Application

All applicants must submit their application for the position of firefighter on line at www.fire.nsw.gov.au (Please note that applications may only be submitted during a recruitment campaign).

Women are encouraged to apply, as are applicants from Culturally & Linguistically Diverse and Aboriginal and Torres Strait Islander backgrounds as the NSW Fire Brigades is an Equal Opportunity Employer.

Step 2 – On Line Assessment

Online applications will be assessed and successful applicants will be invited to undertake an online assessment questionnaire that will help us understand how you like to work and the challenges you like to face. The questionnaire will take approximately 25 minutes

Step 3 – Supervised Assessment

The second online assessment is conducted at NSWFB's State Training College, Alexandria where you will participate in a 45 minute supervised assessment process. This assessment will assist in determining an applicant's ability to understand instructions, mechanical aptitude, aptitude to build relationships and professionalism.

Step 4 – Physical Aptitude Test

The physical assessment is called the Physical Aptitude Test (PAT) which has been designed to simulate actual firefighting tasks. This method of assessment assists in determining whether applicants have the physical capacity that is required of a firefighter in an emergency situation.

Step 5 – Interview

The interview provides applicants with the opportunity to demonstrate their suitability for and understanding of the role of a firefighter. The interview panel consists of a representative from NSWFB Human Resources, and two NSWFB firefighters. The outcome of the interview will determine whether a candidate progresses to the next selection stage.

Step 6 - Medical Assessment

Applicants who have successfully completed all previous stages, will be invited to attend a medical examination. Applicants must satisfy all NSWFB medical requirements in order to progress

Step 7 – Referee Checks

The work performance and work ethic of applicants is assessed by contacting two current or previous supervisors.



Step 8 – National Criminal History Record Check

All applicants must undergo a national criminal history record check. A criminal record does not necessarily preclude an applicant from employment. Those applicants who have been found to have a criminal record will be asked to attend an interview to specifically discuss the issue and each case is assessed on an individual basis.

Step 9 – Driving History Check

Applicants who have been placed on a waiting list will be required to provide a certified copy of their driving history from the RTA (or equivalent interstate authority), as being in possession of a good driving record is an essential selection criterion for the position. More information on the Driving History Check can be found on our website. Applicants who records do not meet these guidelines may still apply, however, their applications will be subject to review on an individual basis and may be deemed unsuccessful at a later date.

Step 10 – Offer of Employment

The NSW Fire Brigades offers employment to successful applicants on a needs basis depending on the requirements of the NSWFB State Training College who can accept no more than 20 recruits each class. Generally letters of offer of employment are sent four to six weeks prior to commencement of recruit training intake.

Step 11 - Uniform Fit

All successful applicants are invited to attend a uniform fit to be measured for a uniform at least one month before entering the NSWFB State Training College.

Step 12 – Entry to College

All successful applicants will be invited to enter the NSWFB State Training College where recruit training is conducted over a sixteen week period. Training within the NSW Fire Brigades is extremely diverse and includes the use of fire appliances and pump operations, extension ladders, breathing apparatus, hazardous materials, fire science and behaviour, rescue equipment, first aid, radio networks and computer response systems, the basics of building construction, varying methods of water and electricity supply, occupational health and safety and wild fire behaviour and suppression. There are also ongoing fitness assessments for all new recruits. These fitness assessments are set at a standard consistent with the PAT.

(The majority of recruit training is conducted at the NSWFB State Training College at Alexandria.)

Step 13 – Graduation

Pending successful completion of the Recruit Training Course, recruits graduate from the Training College and are posted to fire stations, almost exclusively in the Sydney metropolitan area.

