



SELECTION AND PRE-EMPLOYMENT PROCESS

COMPASSION | CUSTOMER FOCUS | COMPOSURE | ACTION ORIENTED | ETHICS AND VALUES | INTEGRITY AND TRUST

APPLICATION AND SCREENING



Candidates will apply by submitting an FD3 Application, Supplemental Questionnaire, and achieving a passing score on NTN written exam. Applications will be reviewed for completeness and meeting minimum requirements.

Qualified candidates who achieve NTN scores of 70% or better will be invited to a screening interview.

Screening interviews will be 3 questions/10 minutes long and will be scored as Pass/Fail.

PHYSICAL AGILITY TEST (PAT) AND ASSESSMENT



Candidates who successfully pass the application and interview screening steps will be invited to participate in FD3's PAT (CPAT scores are not accepted).

The PAT evaluates upper and lower body strength, stamina and aerobic capability. It is a time-weighted, scored exam.

Candidates who Pass the PAT will continue on to an Assessment Center that will include evaluation stations, including but not limited to panel interviews.

Final scores will determine rank on the Certified Register for candidates who are eligible for hire.

A Chiefs Oral Interview invitation will be scheduled to fill vacancies as determined by the departments hiring needs.

ONSITE APPOINTMENT AND BACKGROUND PROCESS



We select our future teammates with a thorough background, psychological fitness, and medical evaluation process. All of our background steps are designed to measure interpersonal skills, respect for others, honesty, character, ethics, integrity, decision making and judgement, maturity and discipline.

The following steps are required for all candidates:

- On-site testing appointment for CPI/PCI
- Background investigation conducted by contracted investigator.
- Psychological evaluation to include online testing and an interview with a psychologist
- Medical examination to evaluate physical fitness including vision, hearing, cardiovascular, respiratory, etc. and a drug and alcohol screening prior to final offer of employment.

INTERPERSONAL SAVVY | LEARNING ON THE FLY | PROBLEM SOLVING | SELF-DEVELOPMENT