



JOURNEY GUIDE

CENTRAL PIERCE FIRE & RESCUE

1 CPAT

Firefighter candidates will be required to complete the CPAT and attach the certification to the online application. To prepare for the CPAT, you should engage in advanced physical training, target muscle groups used in lifting, pushing, pulling, carrying and other actions related to firefighter tasks. A workout program may include distance running, sprints, rowing, stair climbing with weight pack and weight lifting to develop both the upper and lower body.

2 ONLINE APPLICATION

Online applications will be accepted when we open the application process. You can sign up to be notified when we are hiring at www.governmentjobs.com/careers/cpfirewa

In the upper left, click on Menu, Job Categories, then select "Fire & EMS". After you submit the form, you will receive an email notification each time a position in that category opens in the next 12 months.

3 ONLINE EXAM

The online exam assesses your knowledge and skills related to the position of firefighter. This exam measures reading ability, mathematical reasoning, writing ability, human relations, reasoning skills and contains a personality inventory.

4 ORAL BOARD INTERVIEW

You must pass the online exam in order to be eligible to be invited to the oral board interview. In this interview, you will meet with a panel of Central Pierce members. This is an opportunity for us to get to know you better and, if time allows, for you to ask any questions you have.

5 SUITABILITY ASSESSMENT

Candidates successfully passing the oral board interview may be invited to the suitability assessment.

At this step, candidates will complete a series of questionnaires used to evaluate their personal history, personality style and emotional stability.

6 BACKGROUND INVESTIGATION

Candidates successfully completing the suitability assessment will be subject to a thorough background investigation which includes a careful review of criminal history, employment history, personal references and driving record.

7 CHIEF'S INTERVIEW

Candidates with the highest combined online exam and oral board interview scores will meet with the Fire Chief (or designee) for an interview.

8 CONDITIONAL OFFER EMPLOYMENT

Candidates successfully completing the Chief's interview will be extended a conditional offer of employment pending successful completion of the psychological exam, medical exam and drug screening.

9 PSYCHOLOGICAL EXAM

Before you can officially join Central Pierce Fire & Rescue, you must complete online psychological testing and attend an appointment with a psychologist to evaluate your mental and emotional fitness for the position.

10 MEDICAL EXAM INCLUDING DRUG SCREENING

To ensure you are physically fit for the demands of firefighting, candidates must complete a medical exam. This exam includes a cardiac stress test, lab work, hearing exam, spirometry test, overall physical exam and a drug screen.

11 FINAL OFFERS

Candidates completing all steps of the testing process will be extended a final offer of employment and an invitation to the academy, where you will receive intensive training to prepare you for your role as a firefighter.

We hope this overview of the hiring process has been helpful and we look forward to welcoming you to the Central Pierce Fire Department team!

