**On-Call Firefighter Selection Process**

**Application Form**

All candidates will be required to complete and submit an online application form which will include your personal details and a number of questions to assess your eligibility to apply, as well as completing an availability form.

**Stage 1: Written Tests:**

* A multiply choice written and numeracy test.
* A Dictation and memory recall tests.

**Stage 2: Job Related Tests**

The following job related tests will be undertaken:

|  |  |
| --- | --- |
| **Test**  | **Description**  |
| Bleep Test  | To assess aerobic fitness candidates will be expected to achieve Level 8 Shuttle 7 (42.3 VO2 max) *If you are unsuccessful in achieving the required level at this point, you will be withdrawn from the process*  |
| Ladder Climb  | To assess candidate’s confidence at heights and ability to follow instructions  |
| Ladder Lift  | To assess upper body strength  |
| Equipment Carry  | To test aerobic fitness, stamina, upper and lower body strength  |
| Equipment Assembly  | To test manual dexterity  |
| Enclosed Spaces Test  | To assess confidence working within confined spaces  |
| Handgrip Test  | 25kg in both the dominant and non-dominant hand.  |
| Hose Running  | To assess aerobic fitness and co-ordination  |

**To view some of our job-related tests being carried out, please click the YouTube links below:**

[Introduction.](https://youtu.be/HZPICGgXGSI) [Ladder Climb.](https://youtu.be/9dB6yBekZx8) [Ladder Lift.](https://youtu.be/IpqidzlLivI) [Equipment Carry.](https://youtu.be/T5yVojUK7EE) [Equipment Assembly.](https://youtu.be/s58MfA3O0Gw) [Enclosed Space.](https://youtu.be/PP_7zZBaPPw) [Hose Running.](https://youtu.be/kE6sX5ngAOY) [Bleep Test.](https://web.microsoftstream.com/video/42ffb763-c841-45da-8202-2f0f998d8b9a)

**Stage 3: Interview**

Candidates will be invited to a formal interview. Here they will be asked a series of questions around the PQA’s.

**Stage 4: Medical.**

Candidates will undertake a full medical, substance misuse test, and a face fit test. They will then be invited for a kit fitting.

**Stage 5: Pre-employment Checks.**

Candidates will be subject to a baseline personnel security standard check which will include 3-year employment history and asylum and immigration check. References will be taken up at this stage.