

# FIREFIGHTER SELECTION PROCESS

For Applications Filed July 22, 2014 - July 24, 2014

## Step 1: Online City Application

Applications will be accepted online during the specified period on the Firefighter job bulletin, which when open for filing is posted at:

<http://agency.governmentjobs.com/lacity>

## Step 2: Minimum Requirements

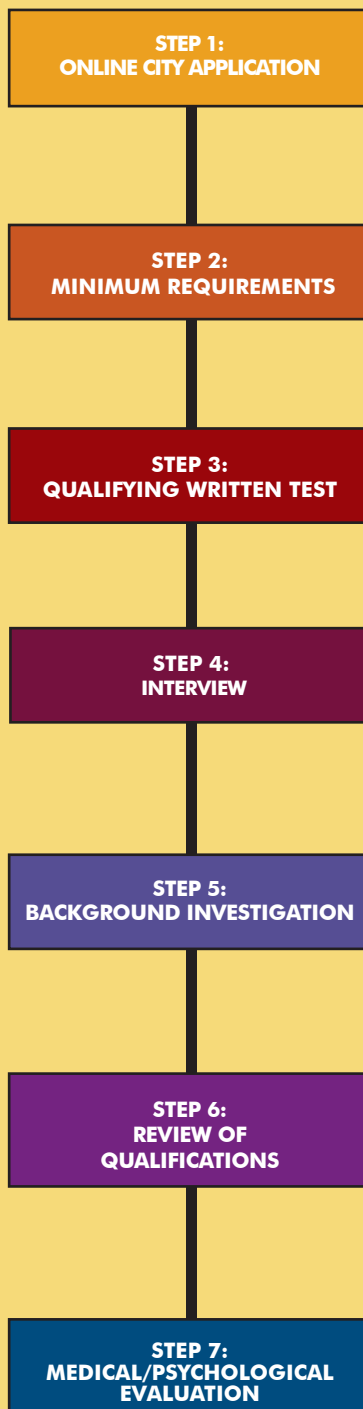
- Be at least 18 years of age at the time of application
- Graduation from a U.S. high school or equivalent, G.E.D. or equivalent from a U.S. institution, or a California High School Proficiency Examination (CHSPE) certificate is required.
- Proof of a current passing score on the Candidate Physical Abilities Test (CPAT) during the Field Investigation
- Proof of a current passing score on the CPAT at the time of certification for hiring consideration
- Valid California Driver's License is required at the time of appointment
- Valid EMT certificate prior to appointment

## Step 3: Qualifying Written Test

The Qualifying Written Test consists of multiple-choice questions, which measure A) reading comprehension; B) mathematics, such as addition, subtraction, multiplication, division, ratios, and the use and conversion of decimals, fractions and percentages; and C) mechanical aptitude.

## Step 4: Interview

The Interview is a behavior-based review of a candidate's personal history. It is designed to evaluate initiative in learning, practical orientation, role adaptability, service orientation, oral communication skills, job motivation, teamwork, and respect for diversity. The minimum passing score is 70. This score will determine a candidate's rank on the eligible list, which is valid for one year from the date of the interview. This is an extremely competitive examination and only those candidates with the highest scores will continue in the selection process.



For more information go to  
**JoinLAFD.org**  
or call **213.473.9060**

## Step 5: Background Investigation

Based on a candidate's ranking on the eligible list and the hiring needs of the Fire Department, candidates with the highest scores will be selected for a Background Investigation. The Background Investigation will consist of a background appointment and field investigation. The Background Investigation is conducted to evaluate interpersonal skills, sensitivity, and respect for others; decision-making and judgment; maturity and discipline; honesty, integrity, and personal ethics; setting and achieving goals; and a records check.

## Step 6: Review of Qualifications

After the field investigation is conducted, a Review of Qualifications will be completed by representatives from the Fire Department, which may include a department interview. This review may include the evaluation of the candidate's training, experience, personal qualifications, and findings of the background investigation as they prepared the candidate for the job of Firefighter. Based on the hiring needs, those candidates with the strongest qualifications will receive a conditional job offer from the Fire Department and be scheduled for the remaining steps.

## Step 7: Medical and Psychological Evaluation

A Medical Examination is conducted by a City physician to evaluate the candidate's medical fitness (vision, hearing, cardiovascular, respiratory, etc.) to perform the full range of Firefighter duties, with no conditions which would affect the candidate's ability to safely perform those duties. A Psychological Evaluation (including written tests, and possibly an interview by a City Psychologist) is conducted to evaluate the candidate's psychological fitness to safely perform the full range of Firefighter duties.