



2022 WBFR Entry Level Firefighter Testing Process

When applying for the position of Firefighter, please provide a letter of interest, a detailed resume as well as an up-to-date Washington State Drivers Abstract.

Please follow the instructions below as far as requirements and desirables for this position.

For the desirables, please provide proof of the certification or a letter from a training officer stating you have completed said training.

All items need to be returned to Gayle Carrasco at Station 310, no later than Thursday December 1st 2022, at 1500 hours. Please place all items into a sealed envelope, addressed to Chief Charles Damron.

Please be aware of all the dates for the hiring process. We do not have any plans to change them unless things out of our control happen.

Timeline of Hiring Process:

- Nov 18, 2022, Notification of job opening (post for 14 days)
- Dec 1, 2022 – Job closes 1500hrs
- Dec 2, 2022 - Review and Score applications with Captains
- Dec 2, 2022 – Send letter to top qualified applicants (Maximum of 20)
- Dec 10, 2022 – Written Test - Station 310 Starting at 9:00am
- Dec 10, 2022 – Physical Agility Testing – Station 310 Starting at 1pm (Top 10 applicants)
- December 12, 2022 – Send Oral Board Invitation Letter to Applicants
- Dec 17, 2022– Oral Board with 3-4 person panel – Station 310 at Starting at 9am
- Dec 17, 2022, (Review Scores)
- Dec 18, 2022 (Top applicants invited to Chief Interviews)
- Dec 27, 2022 – Chief Interviews *Date Subject to Change
- Dec 28, 2022 - Job Offer goes out *Date Subject to Change
- Jan 16, 2023 – Start Date

The overall scoring process is based on a 240-point possible score, with the top applicants moving onto the Fire Chiefs interview.

*Maximum point value subject to change depending on written test questions and Oral Interview questions.

30 Points on Letter of Interest and Resume

Letter of Interest: Explain your interest in the position, why you want to work for WBFR, and what qualities you have that would make you a strong candidate for possible employment with WBFR.

Resume: Your resume needs to cover your work history, education, skills, references, and training related to the fire service.

Initial 30 Points are scored on your Letter of Interest and Resume

15 Points Letter of Interest

15 Points Resume

100 Points for the Oral Board

10 Questions (Subject to change)

10 Points per question

The overall score in this section shall be the average score of the
3-4 person panel

- 100 Question Written Test (Subject to change)

1 point per question. Multiple choice questions. The number of questions may change.

- Physical Agility Testing (Combat Challenge Course)

10 Points for under 3:00 minutes

5 Points for time between 3:00-4:00 minutes

All Applicants must finish physical agility course in under 6:00 minutes without a critical failure.

- Combined score – Top candidates go to Chiefs interview

Please turn in this sheet with your packet

REQUIREMENTS (circle Y or N depending on if the requirement is currently being met)

- Y/ N Completion of a Recognized Recruit Academy “Meets State Requirements”
- Y/ N Completion of Required Initial Hazardous Material Training.
- Y/ N Completion of All Minimum Wildland Training Requirements “Red Card Eligible”
 - 32 Hour Classroom
 - Field Exercise
 - Fitness Test
- Y/ N EVIP Certified
- Y/ N High School Diploma or G.E.D.
- Y/ N (1) Year Firefighter Experience
- Y/ N Valid WA State Driver’s License with Insurable Driving Record
- Y/ N Incident Management/ICS IS-100, IS-200, IS-700, IS-800
- Y/ N Must Live Within 30 Minutes of Station 310
- Y/ N WA State EMT (At Time of Hire)

DESIRABLES (circle Y or N depending on if the desirable is being met)

- Y/ N HazMat Operation
 - Y/ N IFSAC Firefighter 1
 - Y/ N Wildland Single Resource Boss
 - Y/ N Structural Firefighting Tactics Class
 - Y/ N Wildland Firefighter 1
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- Please provide copies of Certifications
 - If you have an open wildland task book for Single Resource or wildland Firefighter 1, please state that it is still open. _____.

*Return this Page