



RECRUITMENT PACKET

FORT WORTH FIRE DEPARTMENT



Applicants must meet Minimum Standards,
Disqualifications include

- Felony Convictions
- Probation other than Class C Misdemeanors

PRE-SCREEN APPLICATION PROCESS

Mandatory for
eligible candidates
who wish to begin
the hiring process.
Overview of Hiring
Process and
Timeline

ORIENTATION

Scenario Based Interview to evaluate
suitability of candidate;
Oral Communication, Interpersonal
Skill and Communication are assessed.

STRUCTURE ORAL INTERVIEW



MINIMUM REQUIREMENTS

- High School Diploma or GED
- 18 to 35 years of age
- Valid Driver's License

*No Prior Experience required to apply

*Honorably discharged military veterans
receive 5 additional points on their final
score with submission of DD214 prior to
exam

WRITTEN EXAM

- Basic cognitive exam testing:
 - Memorization,
 - Math computation and reasoning,
 - Reading comprehension,
 - Inductive/Deductive Reasoning

AEROBIC CAPACITY RUN

Mile and a half run
must be completed
in under 13 minutes
and 57 seconds,
Pass/Fail only

CANDIDATE PHYSICAL AGILITY TEST (CPAT)

Consists of 8 critical
physical tasks that
simulate actual job
duties on the fireground.
Practice Sessions held
for 8 weeks prior to
official attempts.



RECRUITMENT PACKET

FORT WORTH FIRE DEPARTMENT



Polygraph exams completed by independent contractors.

POLYGRAPH EXAM

Comprehensive medical physical evaluation completed by FrontLine Mobile Health; targets unique health risks firefighters face, focus on detecting and preventing major health concerns.

MEDICAL PHYSICALS

After last 2 events successfully completed, Training Staff will meet with recruits to give pertinent information regarding Academy, including start date, dress code and workout expectations.

RECRUIT TRAINING



BACKGROUND INVESTIGATION

Comprehensive background investigation conducted on candidates to establish evidence of good moral character.

ORAL INTERVIEW

Candidate documents reviewed:

- Character References,
- Employment History,
- Criminal History
- Alcohol Usage
- Driving History

*Candidate ranked after interview according to score

AERIAL LADDER/SCBA EVALUATION

- Candidate must climb to the top and back down on an aerial ladder.
- Wearing a blackout mask and SCBA pack, candidate must follow a hoseline until they reach the end.

FAST TRACK

Training will evaluate any recruit with eligible Fire and EMS certifications to determine eligibility for Fast Track Academy, 12 weeks.