



FREQUENTLY ASKED QUESTIONS: FIREFIGHTER

APPLICATION

When and how do I apply?

The recruitment will be open from September 27 until October 24. You can apply on our website at www.tvfr.com under “Careers” by selecting “Apply Now.”

Is there an age limit to apply?

Yes, applicants must be at least 18 years of age.

I am a paramedic. Should I apply for both EMT and paramedic?

No, you should apply for the license you have or will have.

If a person is prior military, does that help with the process of becoming a firefighter?

TVF&R recognizes the valuable service veterans have performed via active military duty, as well as the natural alignment of public service orientation between military service and the fire service. Under Oregon law, qualifying veterans and disabled veterans are provided an opportunity for preference in hiring and promotion.

Can I apply if I do not have my emergency medical technician or paramedic license?

Yes, but you must have your license by the date of hire (the first day of the academy).

Will you use Sparkhire (one-way video interview) as part of the process?

Yes, we will use Sparkhire for this current process.

FIRETEAM AND CPAT

Do I have to complete the FireTEAM test to apply?

Yes.

What is the best way to prepare for the FireTEAM test?

Information about the test components is on the National Testing Network (NTN) website. Practice tests are also available at www.fireteamtest.com.

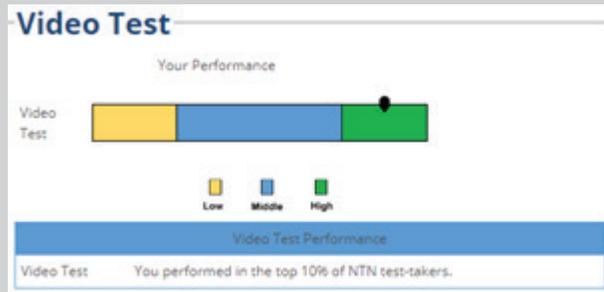
Does the FireTEAM and CPAT need to be completed before applications are accepted?

You will need to submit documentation of completion for the FireTEAM and CPAT at the time of application. We will accept a FireTEAM score and a passing CPAT dated 12 months from the close of the application period.

I received the results of my FireTEAM test, and I don't see specific scores. How do I know if I've passed the FireTEAM for TVF&R?

Recently, NTN changed to a performance feedback model for sharing with individuals the results of their FireTEAM test. With this model, you will only get information on how you do relative to others in a graphic representation for each exam component.

Here is an example of the new format:



We will continue to communicate to candidates if they have passing scores for each of the components, as well as their status in the recruitment and selection process.

What is the score cut-off for the FireTEAM test?

- Human relations (video) test score: pass point of 80%
- Mechanical test score: pass point of 60% (pass/fail)
- Reading test score: pass point of 80% (pass/fail)
- Math test score: pass point of 70% (pass/fail)

ELIGIBILITY LIST

What is an eligible list?

The eligible list is a list of candidates who passed all components of the process to be considered for a position. We will use the firefighter eligible list to fill open positions. This list is active for up to 24 months and will be used to fill open positions within that time frame.

How many candidates are you looking to add to the eligibility list?

We do not have a specific number of candidates we are seeking to place on the eligibility list.

When do you anticipate filling open positions?

We have a current need to fill positions for a summer 2022 recruit academy.

GENERAL

How can I stand out from other applicants?

During the interview, it is important to be able to articulate your thoughts and experiences. We understand interviewing is stressful. However, if you cannot answer the questions succinctly and with enough specifics, the interview panel may not be able to determine if you possess the competencies we are seeking in a candidate. Examples of the competencies we look for in a candidate include customer service, teamwork, interpersonal savvy, compassion, ethical integrity and personal learning. See the [job description](#) and the [Steps To Prepare page](#) on our website for additional information.

Can I schedule a station visit?

Not at this time. Due to COVID-19, the stations are closed to the public.

Is wildland firefighting experience, especially in wildland/urban interface, favored in an applicant?

Wildland firefighting experience is not a requirement or a preference to become a firefighter with TVF&R.

The agency I am currently at does AHA for ACLS and PALS. Do I need to renew these with AHA or are you good with another similar certification?

These certifications are not a requirement for the firefighter position.

After making it through the academy, what is expected from firefighters in their probation?

New firefighters will be assigned to a station after the academy and be expected to continue training and meet specific knowledge and skills benchmarks.

Do you accept California state fire marshal training as accredited training in your department?

It would depend on the specific training.

RECRUIT ACADEMY

How long is the academy, and what is the schedule?

A typical academy is 16 weeks. The academy schedule is usually four days per week and 10 hours per day. However, this is subject to change based on need.

What is the training like?

The academy includes classroom and hands-on training in fire and emergency medical services. Recruits will also participate in daily workouts led by the health and wellness coordinator and academy instructors.

INTERNSHIP

Are there any opportunities for an intern at TVF&R while earning your EMT?

The intern program is only available to current TVF&R volunteers.

VOLUNTEERS

Do volunteer opportunities come at the same times as career?

No. Volunteer processes are on a different schedule. You can register on our website under “Notify Me” to be notified when we are seeking volunteers.