



Graham Fire & Rescue will be establishing a career Firefighter Eligibility list this Fall 2022 for a January 2023 hire. All persons meeting the eligibility requirements listed on our page at Public Safety Testing are welcome to apply and test through [Public Safety Testing](#). While no EMT Certification is necessary to apply, Emergency Medical Technicians (EMT) and Paramedics (PM) are also encouraged to apply for this career eligibility list. Successful candidates hired as EMT's will still be required to attend an EMT training academy. Successful candidates possessing a valid Paramedic Certification will need to meet Graham Fire & Rescue, Pierce County, and Washington State DOH requisite and certification requirements prior to practicing as a paramedic with Graham Fire & Rescue.

Test scores will be pulled from Public Safety Testing on September 16, 2022. Please have your test completed and scores sent from Public Safety Testing by September 15, 2022. Applicants scoring 70% or better will be invited to our Assessment Center limited to the top150 applicants.

#### MINIMUM QUALIFICATIONS TO APPLY

- **Valid CPAT completed less than 6 months from assessment center date**
- **Minimum age of 18**
- **US Citizen / Lawful Permanent Resident**
- **High school graduate or GED**
- **Valid Driver's License required with acceptable driving record. You must provide your FULL Driving Record from each state you have lived in for the past three years. You can get your FULL Driving Record Abstract from your local DOL or Washington residents online at: <https://www.dol.wa.gov/driverslicense/drivingrecfaq.html#recordtypes>**
- **Felony Conviction(s) as an Adult: Convictions will be evaluated on a case by case basis for severity and length of time since conviction.**
- **Ability to read & write the English Language**
- **Vision Requirements: Must meet the requirements of NFPA 1582**

#### ASSESSMENT CENTER PROCESS

The Assessment Center will consist of oral board processes. The initial interview process will be held virtually via Zoom. Successful Zoom candidates will be invited to an in-person oral board at Station 94. After completion of in-person oral boards, top-ranked candidates will be invited to the Fire Chief's interview process. Those passing the Fire Chief process will be added to the hiring list.

#### PERFORMANCE DIMENSIONS

Most Assessment Centers also measure specific performance dimensions. The following is a list of common performance dimensions measured:

- ◆ Planning & Organization
- ◆ Problem Solving
- ◆ Judgment

- ◆ Oral Communications
- ◆ Written Communications
- ◆ Interpersonal Sensitivity
- ◆ Adaptability/Flexibility
- ◆ Creativity
- ◆ Composure & Self Control

**The Graham Fire & Rescue Assessment Center minimum passing score is 70.0%.**

#### **TESTING SCHEDULE**

The Assessment Center process is tentatively scheduled for the beginning of October 2022. All dates and times will be communicated to applicants invited to interview.

#### **HIRING LIST**

Candidates will be notified of their final ranking after all testing and interview processes have been completed.

Please feel free to contact Human Resources with any questions at 253-548-2516.

Governor Inslee's Proclamation 21-14.2 requires our first responder members to be fully vaccinated against COVID-19 as a condition of employment unless a medical or religious exemption is approved.