

Career firefighting.



CFA career firefighters work closely with local communities and CFA volunteers to protect lives and property in Victoria. This is a challenging and rewarding role with a lot of variety and great opportunities for career progression.

About the role

Every day is different and you will be doing far more than just fighting fires.

Career firefighters:

- ▶ respond to fire, accident, rescue and hazardous materials situations
- ▶ support volunteer brigade members and the day-to-day running of a fire brigade
- ▶ talk to school, community and local business groups about fire safety and prevention
- ▶ maintain and monitor equipment and water supplies
- ▶ take part in regular training to maintain and develop their skills.

CFA career firefighters are based at integrated fire brigades in outer Metropolitan Melbourne and regional Victoria.

Who can apply?

CFA is looking for women and men from all walks of life and cultures. Applicants must hold a full, manual drivers' licence, be an Australian citizen or permanent resident, and be prepared to relocate.

Physical fitness and the ability to perform under pressure are essential qualities, as is the ability to work closely in a team and with diverse sections of the community.

People who speak languages in addition to English are encouraged to consider firefighting as a career. Be aware that the role involves shift work and can be physically and emotionally demanding.

Recruitment process

This is a competitive process that can last three to six months. It is important to consider the level of commitment involved. Once you submit your online application you will be required to attend several phases of testing. These include:

- ▶ beep test
- ▶ physical ability and aptitude tests
- ▶ screening and senior panel interviews
- ▶ personality profile (CPI)
- ▶ medical and police checks
- ▶ employer referee checks.

Only applicants who have successfully completed all of the benchmarks as part of the recruitment process are considered as part of the final short list.

The probationary period starts from day one of the recruit course.

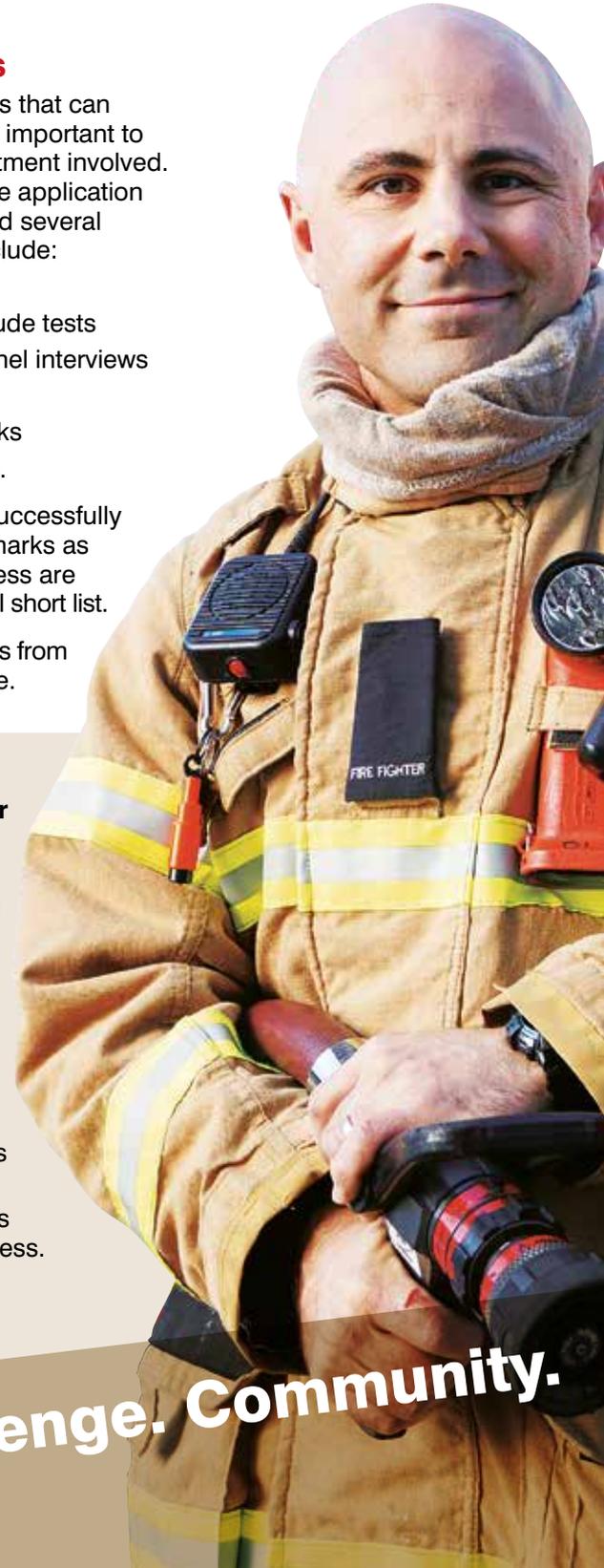
More information

Visit cfa.vic.gov.au/career for more information including:

- ▶ online application form (only available when the CFA applications database is live)
- ▶ detailed eligibility criteria
- ▶ videos of career firefighters talking about their experiences
- ▶ information guides covering various stages of the recruitment process.

▶ cfa.vic.gov.au/career

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Frequently Asked Questions



Are there any age restrictions for applicants?

No. However, the requirement to have a full, manual driver's licence means applicants cannot apply when they hold a probationary driver's licence. There is no maximum age limit.

Do I need a Heavy Rigid truck licence?

If you are successful in gaining a place on the recruit course you will need to obtain this prior to starting. Refer to cfa.vic.gov.au/career for further detail.

Will I need to relocate?

There's a good chance that you will, and it is important to consider this before applying. You will have the opportunity to indicate your preference from a list of possible work locations, but there are no guarantees. You can find a list of integrated fire stations (stations with staff as well as volunteers) in the Applicant Information Guide at cfa.vic.gov.au/career

How does the recruit course work?

As of March 2015, the recruit course is 19 weeks long, with attendance on a 'four days on, four days off' basis. The course has both theoretical and practical components.

What happens after I graduate?

After graduation you will immediately begin an on-station placement. To qualify for a permanent role all firefighters must complete a six-month probationary period – this starts from the first day of the recruit course.

What hours will I work?

Firefighters generally work two day shifts (08.00-18.00) followed by two night shifts (18.00-08.00), followed by four days off. While you are on probation you will work a different shift pattern that does not include nights.

Will I need to work public holidays?

This roster is year-round and encompasses weekends and public holidays. Note that firefighter rates of pay are a composite wage that takes into consideration the shift work and public holiday component. Firefighters receive nine weeks of annual leave per year.

What if I have lost my licence in the last few years?

Please refer to the licence guidelines at cfa.vic.gov.au/career

Checks and benchmarks

Fitness benchmarks

- ▶ Beep test (shuttle run): minimum score 9.6
- ▶ Physical test: tests applicants on simulated firefighting tasks.

Medical Checks

- ▶ Pre-employment medical review conducted by the CFA medical practitioner
- ▶ Clearance from your GP to attempt fitness benchmarks.



▶ cfa.vic.gov.au/career

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