

Fresno Fire Explorer

Recruitment Instructions



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FRESNO FIRE TRAINING TOWER
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Real-World Career Experiences
Exploring[®]

Open Recruitment 2024

Application

The applications must be downloaded, completed, and submitted digitally by the end of day, May 31st. Incomplete or late applications will be rejected. There are two variations of the Explorer application depending on if the candidate is 18 years or older. **Make sure you complete the appropriate age application.** Questions or issues should be sent to recruitment@ffdexplorers.com.

Requirements:

You **MUST** be between 14-20 years of age and have completed 8th grade.

You **MUST** live in Fresno County.

You **MUST** maintain a grade point average of 2.0 or better in school.

You **MUST** be willing to learn and be available to actively participate in meetings every other week, community service events, and fire training.

Submitting Application:

You must submit the application digitally. Please double check that you are completing the Youth Application if you are under 18 years of age or the Adult Application if you are 18 years or older. If you are unable to complete the application submission through the link in the application, you **MUST** email the completed application to recruitment@ffdexplores.com. You should receive a confirmation email within 24 hours after submitting.

Recruitment process

Once your application is received and accepted, you will be sent an invitation to complete a physical agility test on Saturday, June 8th. Additionally, you will be provided a form for your academic verification. This form needs to be completed by a school official or substituted with a current transcript of your grade. This form is due by your scheduled interview. Only candidates with completed

applications and invitations will be allowed to participate. Completion of the agility test will qualify you to schedule an oral interview on Saturday, June 15th. Once all the recruitment process is completed, your application and results will be reviewed and a background investigation completed. Failure to complete any of the steps will result in being disqualified from our process.

Upon successful completion of the recruitment process you will be contacted if you have been selected to be placed on an eligibility list to fill vacancies in the program. Unfortunately we cannot accommodate all applicants.

Physical Agility Test

The physical agility test is designed to provide you an example of the physical requirements for the activities and drills you will participate in as an Explorer. Firefighting is a physically demanding job and requires constant physical training and exercise. The physical agility test will be conducted in two parts. The first part will be an approximate 1 mile run with will be timed. The second part with be conducted through a series of tasks, performed in succession by each candidate. Before you perform the physical agility test, you will be provided a detailed orientation over each station of the test including a demonstration. Each candidate will complete the test, with help, if necessary. The physical agility test will give you and the Post Advisor's an good benchmark to evaluate your physical abilities and provide guidance to any improvements which should be addressed.

You will be provided a fire helmet, turnout jacket and gloves to complete the stations. Athletic shoes and attire are recommended, kneepads suggested.

The stations during the physical agility test **MAY** include:

- ~ Pulling an uncharged hose line
- ~ Dragging a rescue dummy
- ~ Climbing flights of stairs
- ~ Carrying equipment
- ~ Carrying air bottles up flights of stairs
- ~ Pulling a rolled hose line up with a rope
- ~ Swinging a sledgehammer against a target

Oral Interview

Like most professions, the fire service uses oral interviews for both entrance exams as well as promotional opportunities. Learning the skills to deliver a good interview is vital for any career choice. Our oral interview allows us to get to know a candidate as well as provide a vital lesson for them to learn from. Candidates may bring in a printed resume and/or letters of recommendation for the interview panel to review.

Some things to remember to have a successful interview:

- ~ Be on time, arrive at least 10 minutes early
- ~ Dress professionally
- ~ Be courteous and polite
- ~ Try not to say “um”
- ~ Give detailed, specific responsive
- ~ Sit up straight
- ~ Make good eye contact
- ~ Try to relax
- ~ Speak clearly and at a good volume
- ~ Take some deep breaths and slow down your speaking

Sample questions:

- ~ Tell us about yourself and how you like to spend your time?
- ~ Tell us about how you heard about the Explorer program and what you hope to experience?
- ~ Describe what is honesty/integrity and the importance of having it?
- ~ What volunteer work have you done before?
- ~ Why should we select you as a member of the Explorer Post?

Program Costs

There is an annual participation fee of \$50 for the Learning for Life program the Explorer post operates under. This fee is collected when you accepted into the Post and annually in December.

Uniform and safety shoes are to be purchased by the Explorer. These are a significant cost (about \$400 total). A list of the uniform requirements is provided only when you are accepted into the Post. Financial scholarships may be available, inquire with the Post Advisor.