

# Fresno Fire Explorer

*Recruitment Instructions*



[WWW.FFDEXPLORERS.COM](http://WWW.FFDEXPLORERS.COM)  
[RECRUITMENT@FFDEXPLORERS.COM](mailto:RECRUITMENT@FFDEXPLORERS.COM)

FRESNO FIRE TRAINING TOWER  
1144 E STREET, FRESNO CA 93721

# Open Recruitment 2025

## Application

The applications must be completed and submitted digitally by the end of day, May 31st. Incomplete or late applications will be rejected. Questions or issues should be sent to [\*\*recruitment@ffdexplorers.com\*\*](mailto:recruitment@ffdexplorers.com).

## Requirements:

You **MUST** be between 15-20 years of age in July 2025.

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 on the website. You should receive a confirmation email within 48 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 14th. Additionally, you will be provided instructions for the academic verification. A form needs to be completed by a school official or substituted with your most recent transcript of your grades. This form is due by your scheduled interview. Only candidates with completed

applications and invitations will be allowed to continue with the recruitment process. Completion of the agility test will qualify you to schedule an oral interview on Saturday, June 21st. Once all the recruitment steps are 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. We typically accept 10-15 new Explorers each year. Our first meeting will be July 19th.

## 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 which will be timed. The second part will 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 Advisors a 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 responses
- ~ 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 Explorers?

## Program Costs

There is an annual participation fee of \$25 for the Explorers. This fee is collected when you accepted into the program and annually in December.

Uniform and safety shoes are to be purchased by the Explorer. These are a significant cost (about \$450 total). A list of the uniform requirements is provided only when you are accepted into the Explorers. Financial scholarships may be available, inquire with an Advisor.