



# JACKSON COUNTY FIRE DISTRICT 3

# FIREFIGHTER



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# DO YOU HAVE WHAT IT TAKES?

ACCOUNTABILITY | PROFESSIONALISM | TEAMWORK | TRUST & INTEGRITY | SAFETY & WELLNESS

Every step of the application and selection process is critical in the path to becoming a career firefighter.



We encourage you to read this information so that you are prepared to be your best at every step!

# Fire District 3: PHYSICAL AND PSYCHOLOGICAL PREPARATION

## PHYSICAL PREPARATION:

The Physical Agility Test (PAT) evaluates candidates' upper and lower body strength, stamina, and aerobic capability with minimal recovery time between tasks. This is a time-weighted exam with a maximum time limit of 10 minutes.

The information provided gives you a general guideline for the physical preparation required of candidates who are preparing to take the PAT. Candidates are encouraged to prepare in advance to demonstrate strength, endurance, cardiovascular fitness and the movement patterns involved in the PAT.

**If you are new to strength and endurance training or have any existing health concerns you should consult your medical provider prior to undertaking physical training.**

**Regular physical activity is a vital part of preparing for the PAT and an ongoing expectation for a successful career as a firefighter.**

- **Mobility & Flexibility are Important** – Maintaining your mobility and flexibility with stretching and yoga will improve your performance on and off the fireground and support recovery.
- **Stay Hydrated** – Drinking water while you train will support strength, endurance and recovery.
- **Pain is not Normal** – Your training and preparation should not lead to pain or injury, seek medical guidance to assess and address any pain you experience.
- **Rest is Important** - Rest is important to allow time for recovery to occur, prevent muscular fatigue and reduce the risk of injury and overtraining. Rest is very important for mental health to reduce the stress involved in an evaluation and hiring process.

## PSYCHOLOGICAL PREPARATION:

**A career in Fire Service is both rewarding and challenging. The work environment that you will experience can be stressful on the mind and body.**

**Understanding the importance of behavioral health and mental wellness is a critical part of the job in emergency services. Candidates are encouraged to learn more about the tools and resources that support resilience, wellbeing and a positive mindset as they approach a career in the Fire Service.**

**WHAT TO EXPECT:** Knowing what to expect on the job can be a valuable tool in preparing for the stressors of being a firefighter:

- Ability to make decisions in the moment
- Shift work and interrupted sleep schedules
- Being 'on alert' on and off scene
- Exposure and response to traumatic events
- Pressure to perform in life-or-death situations
- Compassion and serving the public
- Loud noises and startle response in stations and on scene
- Extended time and holidays away from family

## WAYS TO MANAGE STRESS AND IMPROVE RESILIENCE

We encourage candidates to learn more about ways to prevent, cope and recover in a first responder role.

Here are some techniques that anyone can practice, at any time, to improve resilience in managing stress:

- Get enough sleep and find ways to rest your body
- Exercise regularly
- Practice ways to relax, reset and rest your mind
- Take care of your body – know the signs your body gives you to recognize when you are feeling stress
- Ask for help – have a network of family, friends and peers that you can go to when you need support



# APPLICATION CHECKLIST

01

## APPLICATION YOUR FIRST IMPRESSION

Complete every section clearly.  
Review for spelling and grammar.  
Employment History section is critical - we will look here to determine your level of experience for the position.

At this step, your application will be reviewed and scored.

The District's Training Division will review and verify all minimum qualifications for eligibility to advance in the hiring process.

02

## RESUME

Make sure the information is clear and concise - keep it under two pages.

Describe your experience, knowledge and abilities honestly - don't sell what you can't deliver.

## ENTRY LEVEL FF

Minimum 18 years old and GED or HS diploma

NFPA FF 1 or equivalent at time of hire

Valid Drivers License

Certified as OR or Nat'l Reg. EMT in good standing at time of application

03

## ATTACHMENTS FOLLOW THE INSTRUCTIONS - DETAILS MATTER

We require the following information to be attached to your application.

**If any of the following are missing, your application will be incomplete:**

- o Resume
- o EMT Certification
- o NFPA FF1

## EXPERIENCED FF

All Entry Level FF requirements

Continuous FT paid career structural FF employment w/ an all hazard agency

Experience with similar or larger department demographics

Training and Certification in additional roles and skill sets

04

## CONTACT

Keep your contact information current.  
Check email often to stay up to date on your status in the process.

## WE INVEST IN OUR TALENT

- Professional Development
- Promotional Opportunity

Well qualified candidates will be considered for accelerated timelines and development opportunities.



# THE CIVIL SERVICE PROCESS

1

## APPLICATION & ASSESSMENT

Throughout this process, applications and performances are scored and recorded.

Each stage of the application and selection process is weighted, averaged and totaled to give candidates their final overall score.

2

## RANKING

Each candidate that successfully completes the selection process will be included on a ranked register, determined by their final scores.

3

## CERTIFIED REGISTER

The Civil Service Commission is presented with a finalized register describing the hiring and selection process. All successful candidates are placed on the register according to their rank. After the Commission certifies the register, candidates have 30 days to request an appointment to review their scores.

4

## CHIEFS INTERVIEWS

A specific number of candidates, in rank order, will be invited to interview with the Fire Chief.

This number is determined by the number of vacant positions the District has for firefighters.

**The mission of Jackson County Fire District 3 is to preserve quality of life and protect property through education, risk reduction, and emergency response services.**



**JACKSON COUNTY FIRE DISTRICT 3**

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# SELECTION PROCESSES

## FIREFIGHTER LEADERSHIP COMPETENCIES:

COMPASSION  
CUSTOMER FOCUS  
COMPOSURE  
ACTION ORIENTED  
ETHICS AND VALUES  
INTEGRITY AND TRUST  
INTERPERSONAL SAVVY  
LEARNING ON THE FLY  
PROBLEM SOLVING  
SELF DEVELOPMENT

### WRITTEN TEST

Candidates will be required to complete a written test that provides scored assessments of math, mechanical reasoning, reading comprehension, and human relations.

### PHYSICAL AGILITY TEST

Candidates will participate in a series of physical tests to demonstrate that they are physically able to perform the essential functions of the job. Strength, mobility and endurance will be evaluated.

### INTERVIEWS & SKILL STATIONS

Successful candidates will advance to panel interviews and a skills station. This offers valuable information about a candidate's connection to the role with behavioral and tactical skills.

**Your efforts to prepare will give you the best opportunity to advance in our process.**

- Learn about the behavioral and team competencies we are looking for in our next firefighters.
- Practice interviews and get feedback from others to perform with confidence.
- Request ride a long with our crews to meet our team and learn more about our District.