



Tumwater Fire Department Lateral Firefighter Exam Plan and Process

Posting: April 1

Closing: Continuous

Phase 1 – Application Review by Subject Matter Experts for minimum qualifications.

- Currently employed in a full-time, paid, Firefighter/EMT.
- Must have been employed with the current public safety employer for a period of no less than a period of 24 consecutive months as a Firefighter/EMT and must have successfully completed a probationary period.
- Currently possess a valid Washington State EMT Certification or a National Registered EMT Certification.
- Have successfully completed IFSAC Firefighter 1.

Phase 2 – Oral Board TBD

Qualified candidates invited to an oral board interview – 30 minutes each, ten (10) questions.

- Three (3) interviewers – consensus scoring
- Dimensions Rated:
 - Communication Skills (25%)
 - Compassion/Service Orientation (25%)
 - Critical Thinking/Problem Solving (25%)
 - Working with the Public (25%)
- 70% minimum passing score
- Candidates ranked on eligibility list
- Veteran's Preference Points added to final score

Civil Service Commission – TBD

Chief's Interview Planned Completion – TBD

Conditional Offers Planned By – TBD

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