

**Tumwater Fire Department
Lateral Fire Prevention Officer Exam Plan and Process**

Posting 5/10/2024— Closing 5/24/2024 at 5:00 p.m.

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

- Currently employed in a full-time, paid, firefighter/paramedic position.
- Must have been employed with the current public safety employer for a period of no less than a period of 36 consecutive months as a firefighter/paramedic and must have successfully completed a probationary period.
- Currently possess a valid Washington State Paramedic Certification or a National Registered Paramedic Certification.
- Have successfully completed IFSAC Firefighter 1.

Phase 2 – Oral Board – Week of 6/10/2024

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

- Three 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 – 5/9/2024

Chief's Interview Planned Completion – Late June

Conditional Offers Planned By – Early July