



Firefighter Trainee Recruitment Process

Step 1: Employment Application

Applications will be accepted beginning in June 2024. Visit our website at <https://www.governmentjobs.com/careers/lasvegas>. Applicants will only be required to submit one application. No manual applications or documents will be accepted for this recruiting process.

Step 2: Written Exam (50% of overall score)/Candidate Firefighter Physical Assessment (50% of overall score)

Only those applicants who submitted a complete application that meet the minimum qualifications will receive an approval email to test for the Firefighter Recruitment written test. Testing with National Testing Network will take place from July 8 – August 8, 2024 for invited candidates only. Invited candidates are expected to schedule their testing through the online registration process (www.nationaltestingnetwork.com). If you do not receive an invitation to test, your test results will not be considered. There are no study guide materials provided but you may take a practice test. Practice tests are available for fire applicants by clicking the link:

<https://ergopracticetests.com/>

If you have already taken a test with the National Testing Network you may apply those scores to the city of Las Vegas via the National Testing Network website. You do not have to retest if you do not want to. Your scores are good for one (1) year after your test date. The National Testing Network allows you to retest three (3) months after your original test score if you choose to do so. **All questions concerning applying scores from a test already taken need to be directed to NTN.** Upon completion of the exam, all candidate scores are automatically forwarded to the city of Las Vegas, Human Resources Department. Human Resources will contact candidates on the list when test scores are available and will notify candidates of the next steps in the recruitment process. Results will not be available until after the deadline to test which is August 8, 2024. If you do not complete your written exam with the National Testing Network by August 8, 2024 at 5:00PM, you automatically fail this step and will not move forward in the recruitment process. **You will be able to view your test scores on the NTN site, keep in mind that each department weights different sections of the test differently and you will not have the same score with every department, what is passing with one department could be failing with another department.**

Candidates who have completed the Firefighter Written NTN examination and passed with a **70%** or higher will be invited to participate in the Candidate Firefighter Physical Assessment. This is a PASS or FAIL test. Failing any one of the standards is considered a failure for the entire test. Those invited to take the physical Assessment will be contacted by email.

*Testing Requirements

Event	Minimum Passing/ Time	Warning	Failure
Hex Deadlift	220 lbs (3 Reps.)	1	Minimum of 3 reps and minimum weight of 220 lbs.
Power Throw	20Ft. 2 attempts (10lbs Slam ball)	1	Failure of both attempts, Not throwing a minimum distance of 20ft.

Hand Release Pushups	30 Repetitions	2	Not completing 30 reps. More than 2 warnings.
Sprint-Drag-Carry	1 Minute 50 Seconds	1	Not making minimum time. More than 1 warning.
Leg Tuck	10 Repetitions	2	Not making minimum attempts. More than 2 warnings.
1.5 Mile Run	13 Minutes 30 Seconds	0	Not Making minimum run time.

**these requirements differ from the Academy physical fitness standards. Recruits should be well beyond these minimum standards by the start of the academy. These testing requirements allow us to evaluate if you are ready to proceed in this process. To view academy fitness requirements refer to the [Academy Fitness Requirements](#) link from the recruitment page.*

Step 3: Virtual Interviews (Spark Hire)

There will be one round of virtual interviews. Candidates who are selected to participate will receive an invitation email with instructions on how to complete. You must receive an email invitation to participate in the virtual interview. Those who are selected to continue on to the hiring process will receive an invitation to participate in a psychological examination and background check.

Step 4: Eligible List Placement

Applicants who successfully pass the written test and oral boards will be placed on the Firefighter Trainee eligible list. The Fire Department uses the eligible list to invite applicants for job interviews. Group 1 = 100-90%, Group 2 = 89-80%, Group 3 – 79-70%. Recruitment will select initial interviews from Group 1 first and work down the eligible list. If you are selected for an interview, you will receive an invitation via email with further instructions. For address and other important information changes, please submit to the following e-mail address: firerecruit@lasvegasnevada.gov

Step 5: Candidate Physical Ability Test (CPAT)

CPAT certifications must be completed with a licensed CPAT agency between **Feb. 1, 2024 and November 30, 2024** (**Subject to change). Please make sure copies are legible and emailed to: firerecruit@lasvegasnevada.gov

Step 6: Suitability Assessment and Background Check

A subgroup consisting of the most qualified candidates will be invited to participate in a suitability assessment and background check. The assessment evaluates the following: interpersonal skills, including sensitivity and respect for others; decision-making and judgment; maturity and discipline; honesty, integrity and personal ethics; setting and achieving goals, fire service adaptability, and a pattern of conduct acceptable to the Las Vegas Fire and Rescue Department. A comprehensive background investigation consists of employment verification and a felony/misdemeanor record check. If you are invited to the suitability examination and background screening, you will receive notification via email with further instructions.

Step 7: Fire Chiefs Interviews

A semifinal group of candidates will be invited to participate in the Fire Chiefs Interviews. The interviews will allow the Fire Chief or designee(s) the opportunity for personalized interactions individual to the candidate. If you are invited to the Fire Chiefs interviews, you will receive an email notification with further instructions to schedule your interview.

Step 8: Selection/Offers

Candidates will be selected for hire based on the culmination of the previous steps and the hiring needs of the city. If you are selected for hire for the 2025-1 Academy, you will receive a conditional job offer with instructions to complete the pre-employment screening steps. Your job offer is conditional upon your passing a drug screen and medical exam.

Step 9: Drug Screening and Medical Exam

Hired candidates will be administered a pre-employment drug screening test. A pre-employment medical examination is conducted by a city physician to evaluate the candidate's medical fitness (vision, hearing, cardiovascular, respiratory, etc.) to perform the full range of duties.