



Firefighter Trainee Recruitment Process

Step 1: Employment Application

Applications will be accepted beginning in September 2022. 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 October 1-30, 2022 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 year after your test date. The National Testing Network allows you to retest three 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 October 30, 2022. If you do not complete your written exam with the National Testing Network by October 30, 2022 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 Standards

1.5 Mile within 15 min. 30 sec

24 Push Ups within 1 minute

24 Sit Ups within 1 minute

3 Pull Ups (3 Consecutive, 10min time limit, feet can't touch the ground)

Plank 2 min.

Step 3: Hiring Interview (Oral Boards)

There will be one round of oral interviews. Candidates who are selected to participate will receive an invitation email with instructions on how to self-schedule the date, time and location of the interview. You must receive an email invitation to participate in the hiring interview. Candidates are allowed 20 minutes for the 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) and EMT certifications

CPAT certifications is due no later than January 31, 2023 (**Subject to change). EMT Certifications are due no later than December 15, 2022. EMT documentation must have an expiration date on it. 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 chiefs 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 2023-2 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.