

Cumbria Fire and Rescue Service • Cumbria Fire & Rescue Service Headquarters •  
Carleton Avenue • Penrith, Cumbria • CA10 2FA •



## Recruitment Process

There are 6 stages to our recruitment process:

### Stage 1 – Submit your application and hours of availability form

Carefully follow the guidance notes provided with the application – failure to do so can lead to your application being rejected at this early stage. You also need to complete an availability form to show the hours of availability you are able to provide to the Service.

### Stage 2 – Practical tests and written tests

Those selected to begin the recruitment process will be invited to the practical tests which take around 3 hours. If you meet the required standard, you will then take the written tests, normally on the same day. The written tests take around 2 to 3 hours. We use the National Firefighter Ability Tests.

The tests are held at locations across the County.

### Stage 3 – Interview

The interview takes around an hour and is based on the job description and person specification you talked about in your application form.

Interviews are held at locations across the County by a panel of operational managers.

### Stage 4 - Medical

The medical is normally held at Service Headquarters, Penrith. You will be examined by the Service Medical Adviser. The medical will include a physical examination and a range of tests including, hearing test, lung function and blood pressure etc. You must bring evidence of your eyesight standard to the medical examination.

### Stage 5 – References

We write for references from your current employer and take up one other reference. Once the recruitment checks are finalised and are satisfactory, we will offer you a place on a Trainee Firefighter course.

If there are no places on the course then you may be placed on a waiting list for the next course (this will depend on vacancies at your local station and review of medical, fitness and hours of availability).

### Stage 6 – Basic Training

Once accepted into the Service, trainee Firefighters will undergo a period of basic training. The period of training is very arduous and requires stamina on your part to enable you to cope successfully with the many demanding aspects of initial training and you are advised to prepare yourself mentally and physically in advance. Training is an ongoing process and continues throughout your career to meet the ever changing problems and hazards handled by the Service; for example, lectures and practical demonstrations of, safety procedures and usage of newly developed specialist equipment. There are many specialist skills required in the Fire & Rescue Service and thorough training is always given.

Initially you will work on learning the skills and acquiring the necessary underlying knowledge to perform the role of firefighter. This is likely to include activity at a number of Service locations.

You must successfully complete a 2 year probationary period and demonstrate your suitability for the role to secure a permanent contract. Progression to competent firefighter status depends on you achieving and maintaining competent standards of performance. You will then be expected to undertake ongoing training and learning as described below in order to maintain your competence.

You will complete the required training in the core skills of the role in order to achieve competence plus other training courses as the Chief Fire Officer deems necessary which includes the satisfactory completion of a Breathing Apparatus Wearers' Course and subsequent refreshers.