South King Fire & Rescue
Notice of Probationary Firefighter/EMT Openings

Closing Date: October 15, 2012

Expected Date of Hire: January 1, 2013

South King Fire & Rescue announces they will hold a hiring process for eleven (11) replacement Firefighter/EMT positions as a minimum, with nine (9) of the positions funded by a SAFER Grant. In accordance with regular hiring practices and SAFER Guidelines, South King Fire & Rescue will be conducting a hiring process that will include the following:

South King Fire & Rescue will recruit candidates from the current Bates Technical College Firefighter Test list. Candidates currently on the Bates eligibility list, who are selected to participate in the hiring process, will be contacted after the closing date to be scheduled for an interview. Candidates will then be forwarded an application packet with additional instructions. Completed applications may be turned in during the first scheduled interview.

South King Fire has also initiated recruitment testing services through National Testing Network Inc. New applicants may test for Firefighter/EMT positions with South King Fire, through The National Testing Network New applicants need to complete all required testing by no later than the deadline date of October 15, 2012.

To fill out an application and schedule a test with the National Testing Network, visit their website at www.nationaltestingnetwork.com and select "Firefighter Jobs". Then select the South King Fire & Rescue Department option.

What to expect at the www.nationaltestingnetwork.com website:

- Completion of the application process
- Review all information related to the South King Fire & Rescue Firefighter/EMT position, including minimum requirements, salary and benefits.
- Detailed information about the testing process for both the entry level test and CPAT testing. **(Additional information on CPAT Testing is below).**
- Opportunity to take online practice tests at www.fireteamtest.com.
- Schedule your own convenient test time. Tests are offered multiple times a week, including Saturdays.
- Take high quality job simulation tests in a standardized, fair testing environment.

Upon completion of the Firefighter exam, all candidate scores are automatically forwarded to South King Fire & Rescue. Candidates who attain a passing score on the exam will be placed on the Department's eligibility list. Candidates who are selected to participate in the hiring process will be contacted after the closing date to be scheduled for an interview. Candidates will then be forwarded an application packet with additional

instructions. Completed applications may be turned in during the first scheduled interview.

National Testing Network is a service provided to conduct entry level testing and CPAT testing in a standardized, professional environment. National Testing Network does not replace the Department's responsibility and decision making in the testing process. All candidate results are provided to South King Fire & Rescue where the final decisions are made.

Applicants may contact National Testing at 1-866-563-3882 or email them at support@nationaltestingnetwork.com if there are any questions regarding the testing process.

Important Information for Veterans Applying for Firefighter/EMT Positions:

South King Fire & Rescue incorporates Military Preference in its recruitment practices and is proud of its lengthy record of hiring and supporting Military personnel.

For Veterans applying through National Testing Network Inc:
To claim Military Preference, Veterans will need to submit a copy of their Discharge Papers (DD 214) to South King Fire & Rescue via email, or regular mail, by no later than the closing date of October 15, 2012. If a DD 214 is not received by the closing date, Military Preference credit cannot be extended.

For Veterans applying through the Bates Technical College Firefighter Test List: Veterans who have taken the Bates Test were already extended Military Preference credit, and do not need to submit a copy of their Discharge papers to South King Fire & Rescue by the closing date.

Important Information for IAFF Professional Firefighters Who Have Experienced Reduction In Force Layoffs:

Full Time Career IAFF Professional Firefighters across the United States whose positions have been, or will be experiencing a reduction in force layoff, due to economic downturn, are extended a priority invitation to participate in the upcoming hiring process.

Firefighter applicants who meet the above criteria MAY ONLY NEED TO TAKE A CPAT TEST and should contact the Human Resources Department of South King Fire & Rescue BEFORE scheduling a test through the National Testing Network. Additional information on CPAT Testing is noted below.

IAFF Professional Firefighters who are eligible and wish to participate in the hiring process are required to provide the following information to South King Fire by no later

than the closing date of October 15, 2012. Further instructions for applying are noted below.

1) Forward a "Notice of Intent" letter via email or direct mail to the Human Resources Department of South King Fire & Rescue. Applicants should include their name, resident mailing address, home and/or cell phone contact numbers and email address.

2) Include a letter from their Department Chief as verification of the date their position was, or will be impacted by an economic layoff. Include the name address and phone of their Fire Department, Chief Officer and Union Local President.

3) Include a copy of a certificate verifying Firefighter 1 status obtained through an approved Fire Recruit Academy, and a Firefighter 2 certificate, (or equivalent).

All requested items are due to South King Fire & Rescue by no later than the closing date of October 15, 2012. Eligible Professional Firefighter candidates selected to participate in the hiring process will be contacted after the closing date to be scheduled for an interview. Candidates will then be forwarded an application packet with additional instructions. Completed applications may be turned in during the first scheduled interview.

Important Hiring Events and Timelines for All Candidates:

The closing date to apply is October 15, 2012. Following the closing date, South King Fire will contact applicants who are selected to participate in the hiring process. All hiring events will take place at South King Fire & Rescue Headquarters in Federal Way Washington. Candidates who are selected to interview must be available during all of the scheduled hiring event dates that follow:

Dates	**Hiring Events**
October 24, 25 and 26, 2012	Prescreen Interviews
October 30, 31 and November 1, 2012	Oral Board Interviews
November 5, 6 and 7, 2012	Chief of Operations Interview
	Passing CPAT notices are due by no later than November 5th, in order to move on to the Chief of Operations Interview
November 9 and 10, 2012	Ride-Along with Crew Members
November 13, 2012	Social Events with Crew Members

All Candidates are required to compete and pass a Physical Abilities CPAT test to be considered for a Firefighter/EMT position with South King Fire & Rescue. South King Fire will accept passing CPAT Letters or other verification from Bates Technical College, Public Safety Testing, National Testing Network, and any other approved CPAT Test Agency. **Updated passing CPAT notices will need to be turned in by no later than November 5, 2012, in order to move on to the Chief of Operations Interview.**

Tentative offers of employment will be extended during the week of November 19, 2012. Employment offers will be contingent upon successful passing of a background check, medical and psychological examination and drivers abstract free of serious or frequent violations. The expected date of hire will be January 1, 2013. Good Luck to all applicants.

South King Fire & Rescue
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