

THE HIRING PROCESS

Written Exam

Interested applicants **MUST** submit a Career Interest Card on-line to Boise Fire Department. A nominal testing fee will be charged and instructions on how to send payment will be given to applicants who have submitted a card by the deadline. Once Boise Fire receives confirmation of attendance and payment, each applicant will be notified of the date, time and location of the exam. The written exam is designed to assess knowledge, skills and abilities needed to be a successful Firefighter. The minimum passing score is 80%. An established number of applicants will be notified of the oral interview date and time.

Application

A determined cut-off score from the written exam will be used to invite applicants to complete an on-line job application. Resume and medical certifications may be attached to the application. A completed Criminal History Questionnaire will be required. Once your application has been reviewed, you will be contacted with further instructions to continue the hiring process.

Oral Interview

A panel of 3 or 4 people will ask you questions to gain insight into your qualifications and abilities to perform as a Firefighter. We are interested in prior education or experience, reasons for seeking a position as a Firefighter, and why you would be a good member of our team. After the interview is scored, you may advance to the CPAT phase.

Candidate Physical Ability Test (CPAT)

The CPAT is a sequence of 8 events that requires the candidate to progress along a predetermined path. This is a pass/fail test based on a validated maximum total time of 10 minutes and 20 seconds.

CPAT Events

Stair Climb, Hose Drag, Equipment Carry, Ladder Raise/Extension, Forcible Entry, Search, Rescue and Ceiling Breach & Pull

The candidate wears a 50 lb vest to simulate the weight of a Self Contained Breathing Apparatus (SCBA) and protective clothing. An additional 25 lbs, simulating a high rise pack is added for the stair climb event. The candidate will walk a distance of 85 ft between each event. The test evaluates an ability to perform several tasks similar to those required by firefighters on the job.

Eligibility List

Candidates passing the above 4 steps with a final average rating of 80% are ranked accordingly from their averaged scores of the written exam and oral interview. Veteran's points are added to the final averaged score. A 2-year eligibility list is established. Vacancies are filled as needed from the list.