



Firefighter Recruitment

Candidate Information Pack





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Queensland Fire and Emergency Services

Queensland Fire and Emergency Services (QFES) is the primary provider of fire and rescue, emergency management, and disaster mitigation programs and services throughout Queensland; we are one organisation with many services, many capabilities and many partners.

We deliver integrated and interoperable services that reflect the needs of our community; we do this through our Fire and Rescue Service (FRS), Rural Fire Service (RFS) and State Emergency Service (SES).

Our role is to provide leadership, mitigation planning and a responsive service to ensure the safety of the Queensland community. We are focused on enhancing community resilience by providing timely, high quality and effective emergency services to the people of Queensland. We aim to protect people, property and the environment through the continued delivery of emergency services, awareness programs, response capability and capacity, and incident response and recovery for a safer Queensland.

We also support other emergency response volunteer organisations including Surf Life Saving Queensland (SLSQ), Royal Life Saving Society Queensland (RLSSQ), Australian Volunteer Coast Guard Association (AVCGA) and Volunteer Marine Rescue Association Queensland (VMRAQ).

Core Values

The QFES values demonstrate to the workforce what is expected of us in our dealings with each other and with the public. We must be aligned to these values and practice them in everything we do and in every conversation we have.

We hold a privileged position within our society; the nature of our roles mean we are always there to help people in need and is therefore important for all QFES members to uphold our values and demonstrate appropriate behaviours inside the workplace and within the community.

Core Values

Respect We appreciate and value each other and our difference.

Integrity We are individually accountable for our performance and undertake our duties with diligence and transparency.

Courage We are brave when facing adversity, value ethical behaviour and challenge wrongdoing.

Loyalty We are committed to each other, have pride in our organisation and are dedicated to keeping Queensland communities safe.

Trust We are open, honest and dependable.



Firefighter

The QFES Fire and Rescue Service (FRS) is responsible for ensuring the capacity of operational staff to respond in emergent situations as legislated in the *Fire and Emergency Services Act 1990*.

A multi-hazard response service, Fire and Rescue also encompasses focus on **prevention** and **preparedness** to avert emergency incidents as well as **response** and **recovery**. These activities include regional and community education, building fire safety, hazard identification and risk assessment and working with communities to plan and mitigate disasters.

About the role

The diverse expertise and skills of the Fire and Rescue Service have been integral to protecting the people, property and prosperity of Queensland. As a firefighter, you'll play a crucial role in the front-line response to emergency and disaster, building a rewarding career as you defend people, property and environment from harm.

The role of a Fire and Rescue firefighter demands incredible physical, mental and emotional strength.

To be a firefighter you need to be prepared to:

- Work in confined spaces, with poor visibility
- Work through periods of intense and sustained physical activity
- Work in hot and humid environments
- React and respond to fire calls at any time, day and night
- Wear breathing apparatus (BA), protective clothing and equipment
- Face challenging situations, including traumatic incidents (e.g. accidents, fatalities)

Day-to-day requirements of the job may include, but are not limited to:

- Firefighting
 - Structural, Landscape and Vehicle Fire
- Road Crash Rescue
- Management of hazardous materials
- Station and Equipment Maintenance
- Community Education
- Building and Safety Inspections and Approvals
- Technical Rescue
 - Swiftwater Floodwater Rescue
 - Vertical Rescue
 - Confined Space and Trench Rescue
 - Urban Search and Rescue (USAR)
 - Remote Rescue
- Breathing Apparatus and Hazardous Materials



Desired Attributes

Together with our core values, there are various desired attributes a Fire and Rescue firefighter should have to be most efficient and effective within the Queensland community:

- ✓ **Communication Skills**
- ✓ **Resilience**
- ✓ **Flexibility and Adaptability**
- ✓ **Teamwork**
- ✓ **Quick Thinking**
- ✓ **Practical Skills**
- ✓ **Courage**
- ✓ **Problem Solving**
- ✓ **Community Focused**

Firefighter Recruitment Process

- 1** Submit application
- 2** Online Assessments
- 3** Beep Test
- 4** Physical Assessment (OFAT)
- 5** State Panel Interviews
- 6** Psychological Assessments
- 7** Background Checks
- 8** State Selection
- 9** Medical Assessment
- 10** Firefighter Pre-Course requirements

Note: Successful completion of any assessment does not guarantee progression through the selection process and furthermore, successful completion of all requirements of the firefighter recruitment and selection process does not guarantee subsequent offers of employment.

Recruitment Process

As a QFES Fire and Rescue firefighter, you'll need to be a person whose core values are in line with ours, embodying integrity, respect, courage, loyalty and trust in all you do.

You need to thrive on teamwork, be motivated by a desire to help others in their time of need and have a desire to support your community. We value diversity and are actively seeking candidates with varied backgrounds, skills and experience.

Eligibility

Before you apply to become a Fire and Rescue firefighter, you must meet the following criteria:

Mandatory

- Manual C class driver licence held for at least one (1) year OR manual medium rigid driver licence
- Physically, mentally and medically fit
- Australian/New Zealand citizen or permanent residence status
- Successful completion of Year 12, or equivalent as recognised by QFES
- Minimum two (2) years full-time equivalent general paid work experience



Highly Desirable

- Current, valid, paid *Working with Children Blue Card from Blue Card Services

** Refer to the [QFES Firefighter Recruitment Employment Website](#) for more information.*



Selection Process

To become a Fire and Rescue firefighter you will be required to successfully complete all requirements of the QFES firefighter recruitment and selection process. The assessments required of the recruitment process have minimum standards that applicants must meet in order to progress through each phase; the minimum standards specifically reflect the occupational requirements associated with the role of a Fire and Rescue firefighter. Only applicants who successfully complete all requirements of the recruitment and selection process will be eligible for consideration by the QFES Firefighter Selection Panel for offer of employment as a recruit firefighter.

Submit Application

The recruitment and selection process may take anywhere from 8-10 months to complete all associated assessments (not inclusive of the 16-week recruit course).

Each phase of the recruitment process is allocated set dates where requirements must be completed within the identified timeframe, including the application phase.

The very first step to a career as a Fire and Rescue firefighter is to submit an application. Applications will be available via our *QFES Employment Website* for an identified period and are to be completed and submitted via our *Nexus Careers* page.

QFES
Employment
Website



Nexus
Careers



Application periods for firefighter recruitment will vary year to year; a campaigns activity and launch dates are based on operational and departmental requirements. Applications will only be available once a recruitment intake has been launched and will have an identified closing date.

Prior to submitting an application, a candidate profile is required to be created; you can complete this anytime. You will be asked to input information around your work, education and volunteer history, obtained certifications and qualifications, along with attaching a copy of your resume. *Note: The Statement of Suitability is a non-mandatory field which is not relevant to every role within QFES. Recruit Firefighter applications do not require you to complete a statement of suitability. Please leave this section blank when you apply.*

Successful submission of an application will generate an automatic 'acknowledgement of receipt' email. If you do not receive this, you may not have submitted your application correctly. Should you require the need to confirm successful submission of an application, you may contact Talent.Acquisition@qfes.qld.gov.au for assistance.



QUICK TIPS

- 1** Update your candidate profile prior to submitting your application.
- 2** Your application must be submitted before the advertised closing date. There will be no allowances for late applications.
- 3** Take your time and read all application questions carefully. It is important that you read and answer the application questions correctly.

4 Check you have answered all questions in the Nexus application form. Some questions are designed to identify candidates who do not meet entry requirements e.g. minimum Australian Provisional P2 driving licence and minimum educational qualifications. If you do not meet these, your application cannot be progressed.

5 If you receive an email that your application has been deemed unsuitable, it may be due to accidental input of incorrect information. Contact Talent.Acquisition@qfes.qld.gov.au and we can determine the reason for this and provide further assistance.





1 Review study guides and prep materials prior to assessment day.

2 Get organised and settled ahead of your scheduled exam.

3 Review the [OnVUE Minimum System Requirements](#) and check your ICT compatibility.



4 Complete a [System Check](#) before and on day of assessments to ensure your device is suitable.



5 Review the [Pearson VUE Policies and Procedures](#) associated with the QFES online assessments.



6 Be well-rested and have eaten a meal prior to each assessment.

7 Have appropriate identification that is valid and **NOT** expired.

8 Complete each assessment in a quiet space with no distractions.

9 Allocate and allow for sufficient time to complete each assessment in their entirety.

10 When starting each assessment, ensure you read all test instructions, candidate rules and introductory information.

11 Take your time and read assessment questions carefully.

12 During each assessment, utilise any review functions to amend answers if available and time permitting.

13 When in doubt, don't spend too much time on any one question, quickly move on to the next question; it is not expected that you will answer every question correctly.

Online Cognitive Ability Test

There are three (3) components that encompass the Online Cognitive Ability assessments:

Mechanical Reasoning

Evaluates an applicant's ability to understand and apply mechanical concepts and principles to solve problems. It may test areas that include concepts such as gears, circuits or kinetic energy.

Core Abilities

Evaluates an applicant's knowledge, problem solving, reasoning ability and capacity to learn new information. It contains a number of elements including literacy, numeracy, problem solving and analytical aptitude.

Reading Comprehension

Evaluates an applicant's ability to effectively and efficiently evaluate large volumes of text, identifying the important details within to make sound decisions; it is the ability to read a passage, understand the passage and respond appropriately to the passage. Applicants may be required to demonstrate critical thinking skills by approaching ideas with clarity and precision.

The Online Assessments will be delivered in a proctored (supervised) format, allowing you to take the assessments in a suitable location of your choosing while being monitored by an offsite proctor. You will be required to complete the assessments on a laptop/computer device with camera/webcam functionality. You will NOT be permitted to use pens, pencils, note paper, phones, calculators etc. in either assessment.

These assessments are designed to assess a wide range of applicants; it is not expected that you will answer every question correctly. These assessments are timed, and you will be required to manage your own time during each assessment; there will likely be a timer visible for you to monitor if required. The assessments may allow you to go back and review/re-attempt questions if you have time remaining; it is encouraged to utilise this function if available and time permitting.

To assist you in completing the online component, it is advised to invest time in preparing for the assessments by practicing similar or like assessments. Our Pearson [QFES Sample Demonstration](#) emulates the look and feel of the real assessment, and although provides limited examples, it can help with understanding the types and/or how the questions will be asked while also getting comfortable with the format in which the assessments are issued.



Beep Test

The Beep Test is a pass/fail assessment. There is no merit in this assessment. You are required to successfully complete Level 9.6; you are **NOT** required to complete this assessment any further than Level 9.6.

The Beep Test must be completed at an identified QFES Assessment Centre; Beep Test results from assessment centres other than the identified QFES Assessment Centres cannot be used and will not be accepted. The Beep Test is conducted in various locations across Queensland throughout the scheduled Beep Test assessment period. Beep Test locations may vary per campaign due to operational requirements and demands.

Candidates are permitted a second attempt at the Beep Test should they be unsuccessful on their first attempt and subject to specific requirements. To be eligible for a second attempt a candidate must attain, at minimum, Level 8.0 on their first attempt. Candidates that attain any level below 8.0 on their first attempt of the Beep Test are not eligible for a second attempt. Candidates may re-attempt the Beep Test on another day within the Beep Test assessment period of the campaign they are applying for.

Prior to participating in the Beep Test, you will be required to obtain medical clearance to determine your capability to undertake the fitness and physical assessments associated with the QFES firefighter recruitment and selection process. A *Fitness & Indemnity Form* specific to QFES will be provided to you by QFES at time of invitation and must be completed by a medical practitioner; this is **NOT** a full medical assessment.

It is important to ensure you have comprehensive understanding of the requirements of the Beep Test including what constitutes a warning and reasons for failure. Information relating to the requirements of the Beep Test can be found below:

Beep Test and
Claustrophobia
Test Guide



Beep Test
Video





1 **Improve and maintain fitness level:** Incorporate Sprint, Agility and Interval training into your weekly training program. Don't start training the week before the test!

Have a look at our [NEW Beep Test Training Program](#) for a head start!



2 **Prepare Well:** Fuel your body and hydrate well. Ensure you have recovered from any previous training session and be free from injury or illness.

3 **Good quality shoe:** A good pair of running shoes can help prevent injury and make your run more comfortable.

4 **Warm up:** A warm up can help prepare your body for strenuous activity and may boost your performance. A warm up may also reduce the risk of injury and help with recovery.

5 **Be efficient:** Use efficient running, turning and breathing techniques to conserve energy for later stages of the test.

6 **Pace yourself and run your own race:** Try and stay relaxed and focused. Pay little attention to another's pace; focus on yourself and keep your own pace with the beep; you'll want to save your energy for the later stages.

7 **Try your best:** Firefighters work through periods of intense and sustained physical activity often in hot and humid environments. It is just as much mental strength as it is physical. You've always got more in the tank than you might think.

8 **Listen to the QFES Officer!** The assigned QFES officer will provide direction and verbal instruction throughout the assessment, including warnings. They are there to help you succeed. It is your responsibility to listen to and follow all instructions provided by QFES personnel at all times.



1 **Improve and maintain your level of fitness:** Incorporate strength, endurance, and conditioning training into your weekly training program. You'll need your muscles!

Have a look at our [NEW OFAT Training Program](#) for a head start!



2 **Prepare Well:** Fuel your body and hydrate well. Ensure you have fully recovered from any previous training session and be free from injury or illness.

3 **Comfortable Attire:** Loose, comfortable and cool clothing that meets QFES' standard as per the [OFAT Guide](#) is recommended for wear, including quality shoes with good grip and stability.

4 **Warm up:** This will help prepare your body for the OFAT and may boost your performance. A warm up may also reduce the risk of injury and help with recovery.

5 **Ask Questions:** Before you start your OFAT you will be subject to an OFAT brief which will go through each task in detail. If you are unsure of what you have read, viewed or heard, ask a QFES representative for clarity.

6 **Take your time and focus on technique:** Although this is a timed test and you're encouraged to move swiftly and safely through each task, it is not a race against other candidates. You do not increase your merit for completing this test in the quickest time. You should focus on your technique throughout the test; poor technique may result in a failure.

7 **Listen to the QFES Officer!** The assigned QFES officer will provide direction and verbal instruction throughout the assessment, including infringements. They are there to help you succeed. It is your responsibility to listen and follow all instructions provided by QFES personnel at all times.

Operational Focused Abilities Test (OFAT)

The Operational Focused Abilities Test (OFAT) is the physical assessment you will undertake as part of the recruitment and selection process; it is a series of operationally focused tasks that are completed in a sequence to simulate tasks which occur at emergency incidents.

This test has been specifically designed and validated to be a true representation of operationally critical tasks a firefighter will undertake in their career.

The OFAT will assess your levels of cardiovascular fitness, muscular strength and muscular endurance consistent with the duties of an operational firefighter. The test is split into three (3) parts:

Part 1

Road Crash Rescue
Equipment Hold

Part 2

Six (6) Station Test

Part 3

Case 1 High Pressure
Hose Reel Drag

The OFAT is a pass/fail test; there is no merit contributed towards this test or to those that complete this assessment in the quickest time.

A second attempt at the OFAT is permitted, within the assessment period, should you

be unsuccessful on your first attempt.

It is highly encouraged that you gain a good understanding of the requirements of the OFAT, including what constitutes a warning and reasons for failure as detailed in the [OFAT Guide](#). QFES may hold demonstration days where Station Officers & Firefighters will take applicants through the requirements of the OFAT and provide information on each task; they may also be able to answer any questions you may have relating to the OFAT. QFES' ability to hold demonstration days will be dependent on operational requirements at that time.

A number of [OFAT Instructional Videos](#) have also been developed to assist you in preparing for the OFAT and understanding the requirements of each task; new and updated videos of each task may continue to be added.



Firefighter Panel Interview

The Firefighter Panel Interview is a critical part of the firefighter recruitment and selection process and is subject to rigorous assessment.

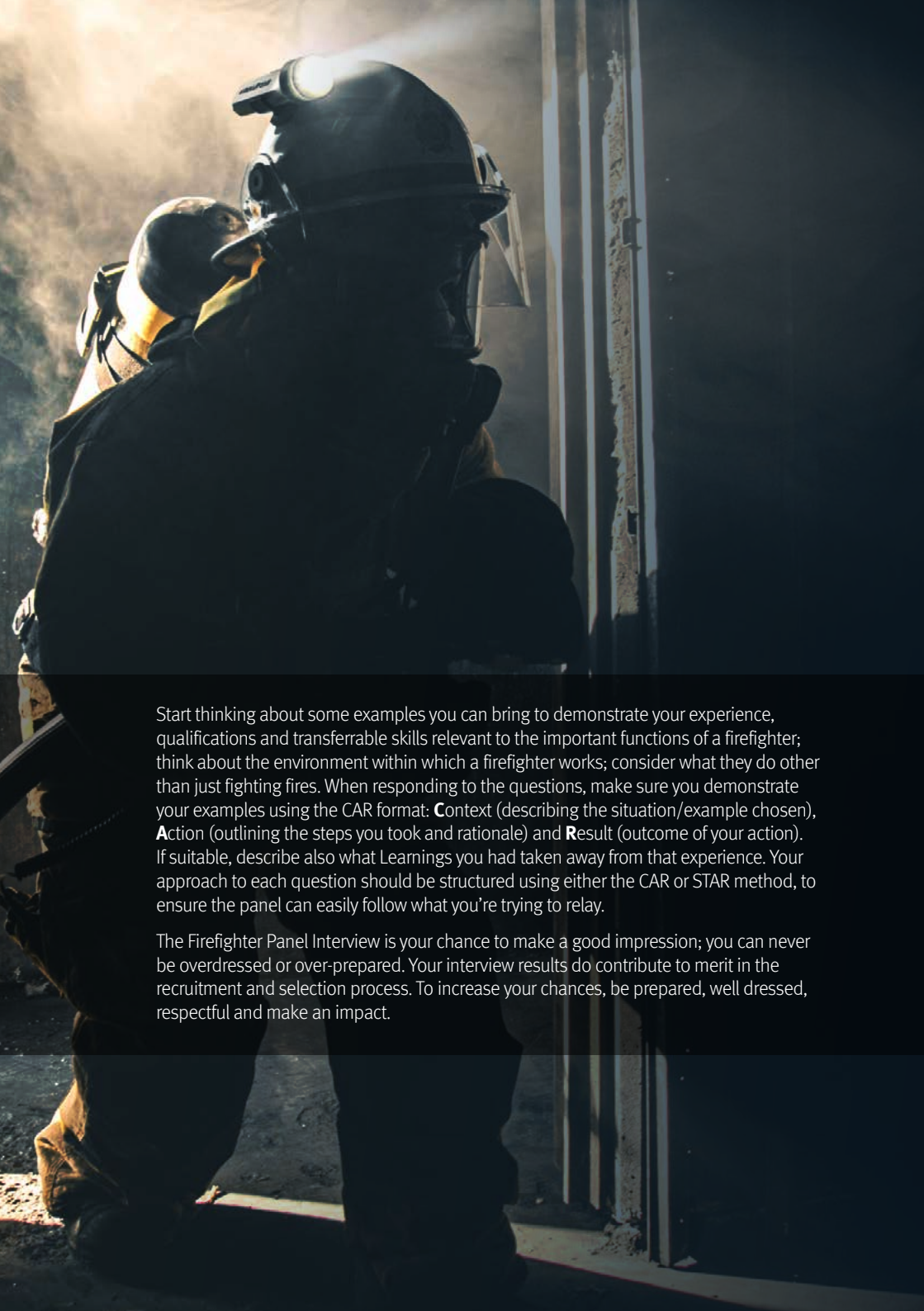
The Firefighter Panel Interview enables you to demonstrate your knowledge and understanding of the role and attributes of a firefighter and demonstrate your skills and experience transferrable to QFES.

You will be required to speak in front of a panel consisting of QFES operational and non-operational staff:

Panel Chair	FRS Senior Officer
Panel Member	FRS Station Officer
Panel Member	FRS Firefighter
Panel Member	Independent QFES Representative

The Firefighter Panel Interview comprises structured behavioural interview questions aligned to the QFES values, that are designed to elicit examples of your previous behaviour and performance. The interview is your opportunity to articulate what **attributes** and **qualities** you would bring to QFES, your relevant and/or transferrable skills, experience and qualifications and your motivation behind wanting to become a firefighter. You will be provided a set perusal time to review the questions prior to meeting the panel and commencing your interview; you are permitted to bring and utilise personal notes for the purpose of perusal. The interview usually takes 30-45 minutes.

You will need to have a good understanding of the role of a QFES firefighter and the attributes they need to display every day. You are encouraged to conduct research into the role of a firefighter by visiting multiple fire stations and speaking with members of a crew about their experience. Firefighters are friendly and helpful and will usually spend time discussing their role with you, but make sure to use your time wisely – ask them questions and gain clarity or understanding on anything you need regarding the role of a firefighter. However, any questions you have in regard to the recruitment process should be directed to Talent Acquisition in the first instance.



Start thinking about some examples you can bring to demonstrate your experience, qualifications and transferrable skills relevant to the important functions of a firefighter; think about the environment within which a firefighter works; consider what they do other than just fighting fires. When responding to the questions, make sure you demonstrate your examples using the CAR format: **C**ontext (describing the situation/example chosen), **A**ction (outlining the steps you took and rationale) and **R**esult (outcome of your action). If suitable, describe also what Learnings you had taken away from that experience. Your approach to each question should be structured using either the CAR or STAR method, to ensure the panel can easily follow what you're trying to relay.

The Firefighter Panel Interview is your chance to make a good impression; you can never be overdressed or over-prepared. Your interview results do contribute to merit in the recruitment and selection process. To increase your chances, be prepared, well dressed, respectful and make an impact.



Firefighter Panel Interview

1 Be well prepared: It is expected that candidates will have a good understanding of the role of a firefighter and the role of QFES - what is their responsibility within the community and at station? It is highly recommended that you conduct research into the role.

2 Visit multiple fire stations: This will enable you to speak to a range of experienced firefighters and station officers who have had extensive and diverse careers within QFES. The more firefighters you speak with, the more of a sound understanding you will have of the role.

3 Do your research: Explore the [QFES Website](#) and watch our videos; they may provide you an insight to the role and that of QFES. The videos can also be found here: <https://www.youtube.com/user/QFRSRecruiting>



4 Be prepared to answer behavioural based questions: You will be asked to respond to a range of behavioural based questions, requiring you to use relevant examples that address the question. Hint: use the CAR method for your responses! Do research on what a behavioural question is and start preparing possible responses now.

5 Gather and bring your own notes: Start gathering your own notes now; notes on the role of a firefighter, QFES' role in the community, and multiple good examples you could use. You will be permitted to bring your own personal notes with you on the day of your interview to use during your set perusal time. You will not be permitted to utilise personal notes during your set interview.

6 Practice interview skills: Practicing interviews or "role-play" interviews with a friend, family member or trusted persons may help you prepare for your interview. Practice responding to questions about the role of a firefighter, demonstrating your knowledge, and to a selection of behavioural based interview questions.

7 Do not assume the panel has read your Resume/CV: The interview is your chance to show and tell the panel of the skills, experience, qualities, and attributes you would bring to QFES as a firefighter. You are being assessed on the responses you provide to each question. Do not assume the panel have read your resume. You must ensure the responses you provide to each question provides the appropriate information to the panel to help them determine if your skills and experience align to meet the requirements of the role and that of QFES.

8 **Dress Attire:** How can you show respect for yourself, the panel members, and the firefighter recruitment process? Dress appropriately! Neat business attire is encouraged for you to make a great first impression.

9 **Arrive on time:** You will be expected to arrive at your interview on time, if not 5-10 minutes earlier than the specified arrival time. Being on time can help settle any nerves; it can help put you in a positive mindset allowing you to mentally prepare and relax. You can also use this extra time to go over any notes you have. There will be some paperwork to complete before your perusal time commences as well; arriving on time will ensure your interview commences when it should and without delay. If an applicant is late, they may forfeit their interview and see their application ceased.

10 **Remember to breathe:** The interview process can be daunting. Don't forget to pause and take a breath before continuing on. Each question is designed to draw on your skills and experiences and demonstrate to the panel your capability. You are allowed to take a pause to gather your thoughts.

11 **Verbal and Nonverbal communication:** Be conscious of both your verbal and nonverbal communication styles during the interview. Both are just as important as each other; use of key words can be an effective way to demonstrate your capability while your body language and use of eye contact can demonstrate confidence, be engaging to the panel and help make a lasting impact.

12 **Ask questions:** Before, during perusal or at the conclusion of your interview you are permitted to ask questions; you can ask questions of the panel or ask questions of talent acquisition about the process moving forward. Asking questions may help confirm this role is for you.

13 **Lastly, be yourself!** QFES is committed to a diverse workforce; diverse in education, life experience, skills, manner of thinking and ways of being – there is no 'one fit' for this role – be authentic and be confident being yourself and let your hard work do the rest.

Psychological Assessment

As part of the recruitment and selection process applicants will be subject to a psychological assessment; an assessment designed to evaluate whether you have the necessary psychological characteristics to perform the inherent occupational requirements of a Fire and Rescue firefighter.

The assessment process is robust and includes a number of clinical and practical assessments facilitated by registered psychologists. There are two (2) components to the psychological assessments:

Component one

Online Assessments

Component two

Face-to-face Evaluation; group assessment and one-on-one interview

The psychological assessments are conducted in Brisbane only; there will be no alternative arrangement or format offered for this assessment. QFES will cover the costs of the assessments however, you will be responsible for all other costs associated with attending the assessments i.e., travel and accommodation etc.

Psychological assessment results are valid for 12 months; if you have completed the QFES firefighter psychological assessments within the last 12 months you may not be required to recomplete these assessments. You will be advised of the outcomes of your assessment and whether or not you are progressing in the process following the completion of the psychological assessment phase in its entirety, and at the appropriate time.

It is important to acknowledge that whilst the psychological assessment phase of the firefighter recruitment process is neither pass nor fail, the QFES does have minimum standards (a current profile) applicants are required to meet in order to progress. Applicants who undertake the psychological assessments and are identified as not meeting the requirements for the assessment, may be precluded from consideration in recruitment campaigns for the proceeding 12 months, due to assessment results being valid for 12 months.

Background Checks

Firefighter applicants are required to complete both a criminal history and integrity check as well as referee reports as part of the recruitment and selection process. At time of your state panel interview, you will complete the initial step of the criminal history and integrity checks facilitated by QFES.

Should you have an unfavourable criminal history or traffic history, it may not necessarily result in disqualification from the process. Any driving offence/s or history recorded against an applicant after the criminal history check (CHC) has been completed, will be assessed on a case-by-case basis. The current policy QFES adheres to ensures a Natural Justice approach is provided for each applicant should an offence of any nature be disclosed.

At time of the psychological assessment, QFES will initiate the referee reports and ask you to action accordingly. QFES use an online reference checking platform to facilitate these reports. You will require minimum two (2) references from current and past employers. There is no requirement for you to obtain your own reference reports prior to our request nor is there a requirement for you to obtain your own criminal history check through your own state authority prior to our request.

State Selection

Applicants who successfully complete all requirements of the recruitment and selection process may be eligible for consideration by the QFES State Selection Panel for offer of placement on a firefighter recruit training program and subsequent employment with QFES.

Employment Location Preferences

At the conclusion of the psychological assessments, you will be provided an employment location preference form where you will have the opportunity to nominate your preferred employment locations across the state. If you do not have a preference as to where you would like to be posted, an option would be made available for you to indicate as such.

It is important that careful consideration is given to the Employment Locations you are prepared to work in; that consideration is given to possible travel and re-location requirements, any possible impact on family or personal circumstances. Discussions with friends and family potentially affected by your employment preferences should take place at this time.

The initial period of tenure for a QFES Firefighter is four (4) years. Selection of employment locations should not be made with the intention or desire to transfer to another location following the completion of the initial 4 year tenure. Firefighters are required to serve a minimum of 4 years in their appointed employment Location before becoming eligible for transfer. Transfers are not automatic and are subject to QFES transfer policy and procedure.

The information you provide on the employment location preference form is then provided to the QFES State Selection Panel for consideration.

QFES Firefighter Selection Panel

The Firefighter Selection Panel is responsible for determining those applicants to be offered placement on available firefighter recruit training programs and their subsequent employment location allocation. The panel is chaired by a QFES Assistant Commissioner and includes operational Fire and Rescue Service (FRS) Senior Officers, Station Officers, Firefighters and a representative of the United Firefighters Union Queensland.

QFES employs a blind selection methodology, whereby all personal and identifiable information such as name, age and gender are removed. The basis for selection will be an applicant's suitability to perform the job, having regard to the components of merit: abilities, aptitude, skills, qualifications, knowledge, experience, personal qualities relevant to performing the duties in question, and potential for future development as verified through proven work history and performance. Consideration will be given to assessment results, education and experience, and all information gathered through the recruitment and selection process.

The state selection process may be conducted a number of times during a firefighter recruitment campaign; each time it is conducted, applicants are considered on their merit against the current pool of applicants at the time of selection.





QFES Firefighter Employment

Those selected by the QFES Firefighter Selection Panel for placement on a firefighter recruit training program will be issued an employment offer. You will be required to satisfy all pre-employment checks and assessments prior to commencing their firefighter recruit training program.

Employment Offer

Should you be selected for placement on a firefighter recruit training program, an employment offer with an appointed employment location will be issued which must either be accepted or declined.

Offers of Employment Location are made with consideration of the organisational requirements and capabilities of QFES, to meet service delivery and community expectations. QFES makes no guarantee that a candidate's employment location preference/s and/or recruit course preferences will be offered. Offers of employment are made based on the operational requirements of QFES. Offers are final unless otherwise advised by the Executive Manager of Talent Acquisition.

Upon accepting an offer of employment, you are expected to commit to attendance for the entire duration of the 16-week firefighter recruit training program. Careful consideration, taking in to account all personal circumstances, should be exercised when accepting an offer of appointment with QFES as a recruit firefighter.

If you decline an employment offer your application may be withdrawn unless otherwise advised by the Executive Manager of Talent Acquisition. Should a candidate choose to decline an offer, they are advised to contact Talent.Acquisition@qfes.qld.gov.au to discuss further.

If you accept an offer which is not one of your preferences with the intention to transfer at a later date, you will be subject to the initial 4 year tenure before being eligible for a transfer. Transfers are not automatic and are subject to QFES transfer policy and procedure.

Employment Location Allocation

Candidates are offered a Region and Employment Location e.g., Brisbane Region – **Brisbane** as seen in Table 1.

Candidates are not offered a Work Location or assigned to one specific station at this time.

Table 1

Region	Employment Location	Work Locations
Brisbane Region	Brisbane	Acacia Ridge Bracken Ridge Chermside Kemp Place Pullenvale Taigum etc.

Pre-employment Checks

There are a number of pre-employment checks and assessments you will be asked to satisfy after receipt of your employment offer and prior to commencement on a firefighter recruit training program.

These include current first aid and advanced resuscitation qualifications, MR licence, Blue Card and a full QFES medical assessment. You will be provided a specific and non-negotiable timeframe to complete these requirements. Failure to meet the requirements for offer of placement on a firefighter recruit training program may result in the offer being withdrawn by QFES. All costs associated with the obtainment of the required qualifications and driver licence are your responsibility.

Blue Card

All staff employed under the *Fire and Emergency Services Act 1990* are required to hold a blue card as the usual functions of the role fall within the requirements of the *Working with Children (Risk Management and Screening) and Other Legislation Amendment Act 2019*. Further information can be found on the [Blue Card Services](#) website.



At time of your state panel interview you will be required to provide evidence of obtaining a paid blue card. Furthermore, to be eligible for commencement on a firefighter recruit training program you must be the holder of a current, valid, paid (P) Working with Children Blue Card from Blue Card Services Queensland. Should you be selected for placement on a firefighter recruit training program, you will be required to evidence a current Paid (P) blue card from Blue Card Services Queensland prior to commencement with QFES.

Medical Assessment

The role of a Fire and Rescue Service firefighter is demanding and diverse. It is important that potential firefighters are medically fit of the job.

A full medical assessment is required to assess your total capability to perform the role of QFES firefighter. Applicants will only be permitted to complete this medical assessment should they be selected for placement of a firefighter recruit training program. You will be required to satisfy all QFES medical requirements to commence on the recruit training program.

Each candidate will be assessed on a case-by-case basis at the discretion of the QFES Medical Advisor and furthermore, against the inherent requirements associated with the role which is being applied for.

The [QFES Medical Standards](#) reflect the current requirements of the role. Some medical conditions have been identified as significant risk for firefighters, however all applications are considered on a case-by-case basis, and final determination on a candidate's medical suitability is at the discretion of QFES, based on the advice provided by the QFES Medical Advisor. All costs associated with completing the medical assessment are your responsibility.



All applicants should ensure that information from treating doctors/specialists relating to any pre-existing medical conditions is available at the time of their medical assessment. This will allow for a timely assessment and avoid delays in the processing of their applications. If you have any questions relating to your medical suitability, we suggest seeking advice from your regular medical practitioner in the first instance; we would suggest providing your regular medical practitioner with a copy of the QFES Medical Standards to provide sufficient information regarding the requirements to provide you with accurate advice.

Probation

Recruit firefighters are placed on a 12 month probationary contract from the start of their firefighter recruit training program. Once a recruit graduates from the academy there is an expectation that they will undertake their duties across multiple work stations within the appointed employment location, as required.

Tenure

After graduation and upon commencement on shift as a firefighter, you will be required to serve a minimum of four years tenure in your first appointed employment location before becoming eligible for a transfer. It's important to note that transfers are not automatic and depend on vacancies and associated waiting lists.

Firefighter Recruit Training Program

Once all pre-employment checks, assessments and evidence of qualifications have been approved and accepted, a candidate is ready to commence their firefighter recruit training program (also known as firefighter recruit course).

The firefighter recruit training program expands over 16-weeks and is comprised of intensive practical and theoretical instruction. The purpose of the program is to develop basic skills, knowledge and confidence of firefighters to allow them to safely conduct the operational requirements of a firefighter.

Assignments and tests will be used to assess your competency throughout; you must attain the required standard for each subject to graduate and secure your position with QFES as Fire and Rescue firefighter. During the recruit training program, you will be continually assessed on your attitude, behaviour, progress and overall ability to successfully complete the recruit course and perform the role of a firefighter. Failure to successfully complete the requirements of the training program may result in employment being terminated.

The current training program includes, but is not limited to:

- Breathing apparatus
- Fire prevention and fire safety awareness
- Communication and teamwork
- Firefighting skills
- Practices and procedures
- Driving skills
- Specialist equipment
- Ropes, knots and hose layouts
- Rescue awareness
 - Road Crash Rescue
 - Swiftwater Floodwater Rescue
 - Vertical Rescue
 - Confined Space and Trench Rescue
 - Urban Search and Rescue (USAR)
- Hydrants and extinguishers
- Radio procedures and signals
- Hazardous materials

RECRUIT

3.4

FIRE & RESCUE
RECRUIT



The course will take place across various dates throughout the year at either the School of Fire and Emergency Services Training (SFEST) in Brisbane or the Northern Campus Training Academy in Townsville. This is not a compulsory live-in course and only those eligible will be considered for accommodation.

Typically, a recruit will be placed on a Monday to Friday 8:00am to 4:00pm roster, with the possibility to work longer hours and on weekends at the discretion of the SFEST. You will be fully remunerated for this full-time program at the QFES recruit pay rate.

The recruit course encompasses crucial training and can be a difficult time to access leave. It is vital to a successful completion of the recruit course that you make yourself available for the recruit course in its entirety; absence from three (3) or more days of the course will dramatically affect your ability to do well on assessments, and in order to graduate from the academy, a recruit must attain the required standard for each competency unit.

It is expected that a candidate will make all necessary arrangements, comply with, and complete all Queensland Government requirements associated with arriving in Queensland at their own expense and within sufficient time to present for the commencement of a recruit training program.

For an insight into life at the firefighter recruit training academy, view the stories and experience of some of our latest graduates below and see what awaits you!

"WE ARE WHAT



Click to view recruitment stories



WE REPEATEDLY DO. EXCELLENCE, THEN, IS NOT AN ACT, BUT A HABIT."
-A-



Q-STEP Program

QFES is committed to providing planned training and development activities in order to maximise the potential of its staff, while enabling QFES to meet its goals and objectives.

Following the completion of the recruit training program, you will be placed on operational duty under the guidance of a Station Officer and experienced firefighters; during this time the Q-STEP program will be conducted.

Q-STEP is a three-year program that commences at the beginning of the recruit training program and is prescribed by the QFES. Q-STEP is designed to train and assess you in the skills and knowledge of firefighting and emergency operations. It is broken down into four components, each incorporating a rank progression after successful completion.

Completion of the Q-STEP program will see you awarded with a Certificate II in Public Safety (Firefighting and Emergency Operations), Certificate III in Public Safety (Firefighting and Emergency Operations) and Certificate III in Public Safety (Community Safety).

QSTEP Program / Structure

Recruit Course

Duration: 80 Day / 16 week program

Awarded: PUA20619 Certificate II in Public Safety (Firefighting and Emergency Operations)

Rank Progression: Firefighter Recruit to 4th Class Firefighter



QSTEP Year 1

Duration: Graduation to 1st year Anniversary Date (Date of Commencement with QFES)

Completion of all QSTEP Year 1 modules and Regional Year 1-2 Face to Face Practical Assessment

Awarded: PUA30619 Certificate III in Public Safety (Firefighting and Emergency Operations)

Rank Progression: 4th Class Firefighter to 3rd Class Firefighter



QSTEP Year 2

Duration: 12 months; 1st year Anniversary date to 2nd year Anniversary date

Completion of all QSTEP Year 2 modules and Regional Year 2-3 Face to Face Practical Assessment

Rank Progression: 3rd Class Firefighter to 2nd Class Firefighter



QSTEP Year 3

Duration: 12 months; 2nd year Anniversary date to 3rd year Anniversary date

Completion of all QSTEP Year 3 modules

Awarded: PUA31419 Certificate III in Public Safety (Community Safety)

Rank Progression: 2nd Class Firefighter to 1st Class Firefighter





ALL IN.
ALL FRONTS.

