



CAL-JAC'S ROADMAP TO BECOMING A FIREFIGHTER

1 EDUCATION

- **EMT/Paramedic School**
- **Firefighter 1 Academy**
- Post-secondary education, community service, work history and other valuable experience will set you apart.
- Stay physically fit.

3 RESEARCH

- Gain a first-hand understanding of the department's values, culture and the community it serves.
- Schedule a station visit.
- Attend recruitment fairs and Cal-JAC Firefighter Career Expos.

5 INTERVIEW PROCESS

- **Oral Board:** Qualified candidates are invited to participate in panel interviews.
- **Chief's Interview:** Finalists are invited for an interview with the fire chief.
- **Background Investigation**
- **Polygraph Examination**
- **Psychological Evaluation**
- **Medical Examination**

2 PHYSICAL & WRITTEN TESTING

- **Physical Ability:** The Cal-JAC Candidate Physical Ability Test (CPAT), administered by the Firefighter Candidate Testing Center (FCTC), is a timed test that evaluates your physical ability to complete eight critical firefighting tasks.
- **Written:** Written Tests evaluate a variety of critical skills and abilities necessary for success as an entry-level firefighter.
- **Statewide Eligibility List (SEL):** Numerous California fire departments hire using FCTC's SEL. Learn how to get your name on the list at FCTCOnline.org.

4 APPLICATION

- Read each job announcement thoroughly and calendar all deadlines.
- Complete application and ensure you meet all minimum qualifications.

6 STARTING THE JOB

- **Become a Cal-JAC Apprentice**
- **Complete Fire Academy**
- **Begin Probation**