



Dear Applicant

Firstly can I thank you for applying for the role of Firefighter with Northamptonshire Fire and Rescue Service.

Over the last 15 years the role of the Firefighter has changed tremendously, therefore as well as needing to be physically fit in order to deal with the physical demands of the job, the modern day Firefighter will also require good communication skills in order to be able to speak to a wide range of audiences to promote prevention and safety campaigns. In addition Firefighters will need to be open minded and willing to take on new ideas and challenges as the role and service continue to adapt to the changing world. As such the recruitment process will aim to test all of these attributes in order that we are able to select the highest calibre candidates with the skills required by the service. Due to the number of expected applications not everyone will be successful in securing one of the jobs, however I would want to wish all candidates the best of luck and we look forward to seeing you as you progress your application.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Darren Dovey', written in a cursive style.

Darren Dovey MSC, BSc(Hons), MIFireE

Chief Fire Officer



Recruitment Process

Stage 1 - Initial application form

When applications open on Wednesday 2nd October 2019 you will need to complete an application form via visiting www.northantsfire.gov.uk

Closing date for completed applications is mid-day Thursday 17th October 2019

Stage 2- Online Tests

Every applicant will be sent an online SHL aptitude test to complete. SHL is a leading brand of psychometric tests and is usually comprised of multiple-choice questions.

The four tests we'll ask you to complete will focus on:

- Dependability & Safety
- Situational Judgement Test (Firefighter Talent)
- Verbal Reasoning
- Calculation (numerical)

This stage will run from 18th October to 4th November 2019.

Stage 3 – Job Related Tests

If you are successful through the SHL tests you will be invited to undertake the job related tests which will comprise of the following:

- Hose Running
- Ladder Lift stimulator assessment
- Equipment Carry
- Assembly ladder Extension
- Casualty Evacuation
- Ladder ascent descent
- Equipment Assembly

- Ladder Extension
- BA
- Dead Lift

More details on the various tests are available on the website www.northantsfire.gov.uk

This stage will run from 11th November to 17th November 2019

Stage 4 – Interview/Assessment

If you are successful through the job related tests you will be invited to an interview. Your interviews will likely focus on:

- Effective communication
- Openness to change
- Working with others
- Commitment to excellence
- Commitment to diversity and integrity
- Personal impact

Interviews will take place week commencing 18th November & 25th November 2019

Stage 5 – Medicals/Fitness Test

If you are successful through the interviews you will be required to attend a medical with our Occupational Health, which will also include a fitness test

Medicals will take place week commencing 2nd December 2019

Stage 6 – DBS and Employment Checks

You will need to complete a DBS (Disclosure & Barring Service) Check and then complete other pre-employment checks such as us acquiring your references and checking your ID and proof of address document

If you are successful and do not possess the requisite qualifications in Maths and English, you will be supported and required to undertake the level 2 Maths and English qualification. You will also need to study for and pass Institute of Fire Engineering (IFE) level 2 Operations Exams.