

# Ozark Fire District



---

## Firefighter Application Process

### **Open application period:**

- Open to the public to apply for vacancies. This process could take **3-4 weeks** to receive national, state, and local applications.

### **Staff Interview:**

- The applications received will be compiled into a list of acceptable candidates for staff interviews. This panel should consist of 3-4 members from the Assistant Chief, Battalion Chief, Captain, Engineer, and Firefighter positions. This is a preliminary interview to determine the suitability for the organization, community, and interdepartmental relations.

### **Background:**

- Accepted applicants will be provided with a background packet. This packet will be reviewed by the Fire Chief and/or designee for clarity and content. Applicants may be ruled out for discrepancies not aligning with organizational expectations and policies.

### **Chief Interview:**

- Of the applicants that have completed the staff interview and background portion of the process, the Fire Chief will determine an acceptable number of candidates based on organizational needs to move forward to a Fire Chief interview. This panel should consist of 2-3 members from the Deputy Chief, Assistant Chief, or Battalion Chief positions. This interview should be an in-depth evaluation of the candidate's suitability to conform to the organizational expectations, clear up any disparities in the applicant's packet, and determine future employment options.

### **Employment and Reference Check:**

- Once applicants are accepted to move forward in the hiring process, a check will be conducted with previous employers and supplied references provided.

### **Conditional Offer of Employment:**

- Desired applicants will be notified and provided a formal conditional offer of employment with the district contingent on completing this process's last step. Once the applicant accepts the terms of the conditional offer, they will be referred to the district's Administrative Coordinator for processing.

# Ozark Fire District



---

## **Medical evaluation:**

- The last step in this process is the medical evaluations. This includes drug screening, physical agility testing, and medical and hazmat physicals.

**The total process could be up to 12 weeks.**