



Firefighter Selection Timeline

Proposed Selection Process Timeline is subject to change and due to the pandemic, there may be delays during scheduling

Applications Process

**Monday, September 28th –
Saturday, October 31st
2020**

Application period closes on Saturday,
October 31, 2020 at 5:00 pm

OR

Once 350 completed applications of
qualified applicants are received,
whichever occurs first

**Documents you will need to
submit with your online
application:**

You will need to upload a copy of
your education showing proof of
graduation

Make sure you have electronic
copies of these items available on
your computer/device before you
start your application

Candidate Physical Ability Test (CPAT) Orientation

**Week of
November 16th 2020**

Candidates participating in the NWFD
CPAT process can attend or waive, in
advance, either one or both CPAT
Orientation Sessions that will be offered

Online scheduling for appointment times
between 9:00 am - Noon

Location:
NWFD Training Center
5125 W Camino De Fuego
Tucson, AZ 85743

Please wear athletic attire

Remote Proctor Online Test

**Week of
November 30th 2020**

Month of November
Candidates moving forward in the process
will receive an email from ProctorU to
schedule a remote proctored online test
for the week of November 30th.

Online test scheduling will be
administered by ProctorU,

Location:
Remote with a Computer
Access northwestfire.org for
preparation video
No schedule changes will be
allowed

Candidate Physical Ability Test (CPAT) Practice

**December
12th and 13th 2020**

CPAT practice sessions allow the candidate
to prepare for the official CPAT test.

Online scheduling for appointment times
between 9:00 am - Noon

Location:
NWFD Training Center
5125 W Camino De Fuego
Tucson, AZ 85743

No schedule changes will be
allowed, if you are late or do not
show you will be removed from
the process



Firefighter Selection Timeline

| Credibility Assessment | | |
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| Week of December 14th 2020 | <p>This assessment evaluates an individual's honesty which is one of the District's core values. This is a pass/fail assessment. The assessment measures your truthfulness in the following areas:</p> <ul style="list-style-type: none"> • Your employment application information • Use of illegal drugs (including illegal steroids and abused prescription drugs in the last five years) and marijuana within the past 12 months • Criminal history | <p>Location: NWFD Training Center 5125 W Camino De Fuego Tucson, AZ 85743</p> |
| Candidate Physical Ability Test (CPAT) Official | | |
| January 9th and 10th 2021 | <p>Online Scheduling for appointment times between 9:00 am – Noon</p> | <p>Location: NWFD Training Center 5125 W Camino De Fuego Tucson, AZ 85743</p> <p>No schedule changes will be allowed, if you are late or do not show you will be removed from the process</p> |
| First Panel Interviews | | |
| Week of January 11th 2021 | <p>Online Scheduling for appointment times between 8:00 am – 4:00 pm</p> <p>Interviews take approximately one hour to complete</p> <p>Please arrive no more than 15 minutes early for your appointment and be dressed in appropriate interview attire</p> | <p>Location: NWFD Training Center 5125 W Camino De Fuego Tucson, AZ 85743</p> <p>No schedule changes will be allowed, if you are late or do not show you will be removed from the process</p> |



Firefighter Selection Timeline

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| Second Panel Interviews | | |
| Week of January 18th 2021 | <p>Online Scheduling for appointment times between 8:00 am – 4:00 pm</p> <p>Interviews take approximately one hour to complete</p> <p>Please arrive no more than 15 minutes early for your appointment and be dressed in appropriate interview attire</p> | <p style="text-align: center;">Location: NWFD Training Center 5125 W Camino De Fuego Tucson, AZ 85743</p> <p>No schedule changes will be allowed, if you are late or do not show you will be removed from the process</p> |
| Contingent Job Offer | | |
| Week of January 25th 2021 | <p>The Human Resource Services team will notify candidates regarding their status in the recruitment process.</p> <p>Successful Candidates will be scheduled to participate in a Psychological Assessment and Pre-Employment activities to include the Labs for the Physical Exam, Uniform Sizing, Background Checks, Driver's License Check, Current/Former Employer Reference Checks, Public Records Checks and Fingerprinting. These steps must be passed to move forward to Pre-Employment</p> | <p>Location: NWFD Training Center 5125 W Camino De Fuego Tucson, AZ 85743</p> |
| Pre-Employment Processing | | |
| Tuesday, February 1st – Tuesday, March 9th 2021 | <p>Candidates will be scheduled to participate in physical exams.</p> <p>Human Resource Services will be reviewing results from the candidates' Background Checks, Driver's License Check, Current/Former Employer Reference Checks, Public Records Checks and Fingerprinting</p> | <p>Location: NWFD Training Center 5125 W Camino De Fuego Tucson, AZ 85743</p> |
| Firefighter Recruit Academy | | |
| March 10, 2021 | <p>New hires will begin s 22-week Fire Academy</p> | <p>Location: NWFD Training Center 5125 W Camino De Fuego Tucson, AZ 85743</p> |