



## Great Benefits, Including:

- ◆ Medical, Dental and Vision
- ◆ Paid Holiday and Vacation
- ◆ Diverse Career Paths
- ◆ City Matched 401K
- ◆ All Uniforms and Equipment Provided
- ◆ On Duty Fitness Training
- ◆ Tuition Reimbursement
- ◆ WA State Retirement Benefits

Redmond Fire Department  
8450 - 161st Ave. NE  
Redmond, WA 98052



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**REDMOND**  
**FIRE**  
**DEPARTMENT**  
*Career Opportunities*

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# FIREFIGHTER SELECTION PROCESS

## STEP 1

### MINIMUM REQUIREMENTS

If you decide to begin the application process, you must have a passing FireTEAM test score, a completed Personal History Questionnaire (PHQ), and a valid Candidate Physical Abilities Test (CPAT) **OR** complete a 1.5 mile run in 15 minutes (proctored by Redmond Fire personnel). A valid CPAT is from within the last twelve (12) months of the application closing deadline. The City of Redmond will accept CPAT results from any certified testing agency; however, the FireTEAM test and PHQ must be completed through National Testing Network.

Minimum Requirements:

- 18 years of age (at the time of application)
- High School Diploma/GED
- Valid Driver's License from any U.S. state

## STEP 2

### APPLICATION

All candidates must submit an application through the City of Redmond website.

## STEP 3

### INTERVIEW

Candidates must successfully submit an application and meet the minimum requirements to be invited to a panel interview, consisting of representatives of the Redmond Fire Department. Satisfaction of these requirements does not guarantee a candidate interview.

## STEP 4

### CHIEFS INTERVIEW

Candidates that successfully pass the panel interview with the Fire Department may be invited to participate in an interview with a Chiefs panel, which could include the Fire Chief and/or Deputy Chief(s). Invitations for a Chiefs Interview are based upon candidate ranking on the City of Redmond Civil Service Eligibility List. For more information please visit: [www.redmond.gov/1164/Civil-Service-Commission](http://www.redmond.gov/1164/Civil-Service-Commission).

## STEP 1

### MINIMUM REQUIREMENTS

## STEP 2

### APPLICATION

## STEP 3

### INTERVIEW

## STEP 4

### CHIEFS INTERVIEW

## STEP 5

### CONDITIONAL JOB OFFER

## STEP 6

### MEDICAL & PSYCHOLOGICAL EVALUATIONS

## STEP 7

### BACKGROUND INVESTIGATION

## STEP 8

### FINAL JOB OFFER

## STEP 9

### RECRUIT ACADEMY

## STEP 10

### EMT CERTIFICATION (OPTIONAL)

## STEP 5

### CONDITIONAL JOB OFFER

Selected candidates will receive a conditional job offer. The job offer is contingent upon successful completion of thorough medical and psychological evaluations, and an intensive background investigation.

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## STEP 9

### RECRUIT ACADEMY

Firefighters will attend a physically and academically rigorous 12 to 14 week recruit training academy. Upon successful completion of the academy, Firefighters will complete the remainder of their twelve (12) month probationary period.

## STEP 10

### EMT CERTIFICATION (OPTIONAL)

Firefighters will receive additional training to obtain Washington State EMT certification. The length of this training will be dependent upon the needs of the Firefighters and previous training received, if any.

For more information, please contact us at

[fdrecruitment@redmond.gov](mailto:fdrecruitment@redmond.gov)

(425) 556-2299