



South Yorkshire FIRE & RESCUE

Information Pack for Online Stages of Wholetime Recruitment

The Recruitment team will open each stage of the process on the dates and times listed below. Access to the online stages can be made at any time within the timeframes contained within this document. To complete the tests you will need a pc or laptop and internet access. All elements need to be completed within the time frame for each stage as indicated below.

Stage 1 – Initial Candidate Registration, Realistic Job Preview and Eligibility

The first elements of the online process is to register some basic personal details about yourself before you progress to the realistic job preview.

The realistic job preview is a questionnaire, which presents you with information about the various demands and challenges you may be faced with as a firefighter. The realistic job preview will give you a score based on your response to these questions that indicates how likely you would be suited to the role of wholetime firefighter.

After completing the realistic job preview you will be asked if you wish to proceed to complete the eligibility questions.

After the eligibility questions have been completed the responses from candidates will be checked and those eligible to continue the process will be sent the behavioural styles questionnaire and situational judgment test.

Stage 2 - Behavioural Styles Questionnaire and Situational Judgement Test

The Behavioural Styles Questionnaire explores your preferred behaviours in a working environment and the Situational Judgement Test measures your judgment and decision making skill in situations you may typically face in the fire and rescue service.

Stage 3 – Online Ability Tests

All candidates that pass the Behavioural Styles Questionnaire and Situational Judgement Test will be invited to proceed to the three online ability tests.

- Verbal Reasoning
- Numerical Reasoning
- Mechanical Reasoning

Ability Test Description

Each ability test will be timed per question. All questions will have a list of potential answers to choose from, one of which will be the correct answer. The length of each test is between 15-20 minutes long.

Practice Tests

Please find below links to practice tests for the ability tests listed above:

Verbal: <https://frs.tp-tests.com/candidate/practice?accesskey=1445204>

Numerical: <https://frs.tp-tests.com/candidate/practice?accesskey=321455714>

Mechanical: <https://frs.tp-tests.com/candidate/practice?accesskey=31524637>

Timeline for Online Process

Initial Candidate registration, Realistic Job Preview and Eligibility

This part of the online process will be open from the 3rd February until the 7th February 2017. Online registration opens at 10:00 hours on the 3rd February and closes on the 7th February at 13:00hours

Behavioural Styles Questionnaire and Situational Judgement Test

This part of the online process will be open from the 7th February until the 10th February 2017. To be completed between 16:00hours on the 7th February until 13:00hours on the 10th February.

Online Ability Tests

This part of the online process will be open from the 10th February until the 13th February 2017. To be completed between 14:00hours on the 10th February until 16:00 hours on the 13th February.

The Online System

The online system is designed to allow you to complete each element of the online process without timing you out. We recommend however that you complete each element in one sitting. You can take the assessment at any stage during the time periods listed above.

Please ensure you allow yourself time to complete each part of the online assessment as you will not be able to complete your application after these periods have closed.

At a later stage you will be asked to sit another short test to verify your results from the online stages.

Online Queries

Due to us anticipating a high volume of applications we are unable to answer telephone calls during the online process, however we will aim to respond to emails to

recruitment@syfire.gov.uk within two working days within office hours 08:30am to 16:30 hours (Monday to Friday).

Before contacting us with a query, please ensure that you have read this document, the Wholetime Candidate Information pack and have followed all online instructions.