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| WHOLETIME FIREFIGHTER RECRUITMENT PROCESS |
| **Application** | **Stage 1** | Realistic Job Preview and Eligibility Questions |
| **Online Tests** | **Stage 2** | Phase 1 - Behavioural Styles Questionnaire |
| Phase 2 - Situational Judgement Test |
| Phase 3 – Ability Tests Verbal, Numerical & Mechanical Reasoning |
| **Physical Tests** | **Stage 3** | Fitness Test (Bleep Test) |
| **Stage 4** | Practical Testing |
| **Interview** | **Stage 5** | Interview |
| **Final Selection**  | **Stage 6** | Course Experience Day |
| **Medical & Pre-employment Checks** | **Stage 7** | Medical, Employment Checks and Basic Disclosure |
| **Stage 8** | Verification Fitness Test (Bleep Test) |
| **Stage 9** | Kitting Out |
| **Preparation to start** | **Stage 10** | Orientation Evening |
| Functional Fitness Sessions |
| **Employment Commences** | **Start** | Induction |
| Initial Trainee Course (12 weeks) |
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