



## **Information for Online Stages of Firefighter Recruitment**

The Recruitment team will send candidates a link to each stage of the process by email. To complete the tests you will need a pc or laptop and internet access.

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.

If you complete the ability tests at home you will be asked to sit another short test to verify your results at a later stage in the recruitment process.

### **Realistic Job Preview and Eligibility**

The first element 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 a Firefighter.

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

After the eligibility questions have been completed, your responses will be checked and provided you are eligible to apply, you will be emailed a link to complete the next stage.

### **Behavioural Styles Questionnaire**

The Behavioural Styles Questionnaire explores your preferred behaviours in a working environment. Candidates must rate the extent to which they agree or disagree with statements about their working style.

Once completed, your responses will be checked. All candidates that pass the Behavioural Styles Questionnaire will be invited to complete the next phase.

### **Situational Judgment Test**

The Situational Judgement Test measures your judgment and decision making skill in situations you may typically face in the fire and rescue service. You will be presented with the type of situations you could face in the role of a Firefighter and will be asked how you think you should react to each situation.

Once completed, your responses will be checked. All candidates that pass the Situational Judgement Test will be invited to complete the next phase.



## Ability Tests

A new test practice microsite has been developed for the start of 2023. If you are considering applying for the role of Firefighter, this site will give you the opportunity to learn more about the purpose behind ability testing, why these tests are used and how to complete them. It also holds a short example test for each of the tests, you can practice completing them and familiarise themselves with the online format and content.

A link to access the new practice site is available here:

<https://www.testpartnership.com/preparation-frs.html>

All questions within each of these tests will have a list of potential answers to choose from, one of which will be the correct answer. Each question will be timed.

### Verbal Reasoning

This test is designed to measure your ability to interpret and make sense of written information. This is a timed test and you will have 15 minutes to complete the questions.

Practice Tests: <https://frs.tptests.com/candidate/practice?accesskey=1445204>

### Numerical Reasoning

Firefighters need to be able to make basic mathematical calculations. You will be presented with a number of scenarios that will show numerical information in a variety of formats from tables to graphs. This is a timed test and you will have 18 minutes to complete the questions.

Practice Tests: <https://frs.tptests.com/candidate/practice?accesskey=321455714>

### Mechanical Reasoning

Questions will comprise images and contain very little text. Candidates will be required to apply cognitive reasoning to mechanical, physical and practical concepts in order to solve related problems. This is a timed test and you will have 17 minutes to complete the questions.

Practice Tests: <https://frs.tptests.com/candidate/practice?accesskey=31524637>