

Seminole County Fire Department

Hiring Process

The following are **Requirements for Employment** and steps to follow during the **Hiring Process**. Keep in mind that these requirements are subject to change, so follow all instructions provided by Seminole County Human Resources and the Seminole County Fire Department at the time of the hiring process.

Requirements for Employment

- 1. Firefighter Certificate of Compliance** (issued by Florida Division of State Fire Marshal)
For information on how to become a certified State of Florida Firefighter, including locations of approved training providers, or for firefighters seeking out-of-state equivalency, visit the [Florida State Fire College](#) website.
- 2. Florida Emergency Medical Technician or Paramedic License** (issued by Florida Dept. of Health)
For information on how to become a certified State of Florida EMT or Paramedic, including locations of training and education programs, please visit the [Florida Department of Health](#) website.
- 3. Emergency Vehicle Operators Course (EVOC)**
Candidate must submit a certificate or letter with their application which shows completion of 16 hours of EVOC training (CEVO certification is *not* sufficient). Typically, this certification is obtained during EMT training, as it is a requirement of many EMT programs. However, if EVOC certification is needed, please visit the [Florida Department of Health](#) website for locations where EMT programs are offered, to determine where EVOC might be obtained.
- 4. Tobacco Affidavit**
Click here to view and print [Tobacco Affidavit](#), which must be completed and *notarized* prior to submission with application.
- 5. Grooming and Appearance Standards**
Click here to review and print the [Affidavit](#) on page 6. This document must be dated and witnessed prior to submission with application.
- 6. FireTEAM Test**
The FireTEAM test *must be taken through* [National Testing Network](#). (From the top menu bar, navigate to the Find Jobs tab and select "Firefighter Jobs" from the drop-down menu.) This test must be completed within a year (365 days) prior to the closing date on the job posting. We only accept results that are reported directly to us from NTN. That means you must visit the NTN website and *select our department to receive your scores*.

7. Candidate Physical Ability Test (CPAT)

The Candidate Physical Ability Test (CPAT) *must be taken through [National Testing Network](#)*. (From the top menu bar, click the Exams tab and select "CPAT.") This test must be passed within a year (365 days) prior to the closing date on the job posting. We only accept results that are reported directly to us from NTN. (If you have visited the NTN website and selected our department to receive your FireTEAM scores, we will also receive your CPAT results.)

8. Driver's License

Candidate must maintain a valid Florida Driver's License.

Hiring Process

1. Job Posting

Applications for Firefighter/EMT or Firefighter/Paramedic are accepted only during an open job posting. A list of current job openings may be obtained by visiting the [Seminole County Human Resources](#) website.

2. Application

Only online employment applications are accepted. The online application can be accessed by clicking the job posting for the Firefighter position listed on the Seminole County Human Resources website (see link in paragraph above). See job posting for additional documents which must be included with your application.

3. Fire & EMS Skills Assessment

All applicants selected and forwarded by Seminole County Human Resources will receive an email with directions to schedule themselves for the Fire & EMS Skills Assessment conducted by Seminole County Fire Department.

4. Oral Interview

Selected candidates will be scheduled for an oral interview before a panel consisting of various ranks throughout the organization.

5. Notification of Selection

During the interview process, candidates will be instructed on the procedure for notification of selection. The hiring of selected candidates is pending a successful pre-employment physical and criminal background check. Candidates not initially selected may remain on an eligible list for one year for future hiring opportunities throughout the year.

6. Pre-Employment Physical

After notification of selection, candidates are scheduled for a pre-employment physical, which includes a stress test and drug screen.

7. Orientation

Candidates who successfully complete the hiring process will be notified of Orientation – eight weeks on a 40-hour workweek schedule – for an introduction to the operations and administration of the Seminole County Fire Department.