

The Hiring Process

All applicants interested in employment with the Winston–Salem Fire Department must fulfill the following requirements:

- 20 years of age or older
- High School diploma or equivalent
- Valid State-Issued Driver's License

The Winston-Salem Fire Department hiring process consists of the following five phases.

Phase One

The Human Resources Department will designate a period for the application process to begin. During this period, all interested applicants must submit an application of employment with the Human Resource Department. Applications will not be accepted after the allotted time period has expired.

Phase Two

The Human Resources Department will send invitation letters to all applicants interested in participating in the Fire Department's Physical Agility Test. The Agility Test will be held at the Deaton Thompson Stadium and the Georgia E. Taylor Recreation Center.

Candidates participating in the Agility Test will be required to complete the following chronological stages:

Stages Time Limits

- Half-Mile Run - 6 min and 30 sec (maximum)
- Stair Climb with High-Rise Hose Hoist Pack - 2 min and 30 sec (maximum)
- Obstacle Course - 30 sec (maximum)
- Chopping Simulator - (minimum of 28 hits) 30 sec (minimum) 55 sec (maximum)
- Hose Drag/Rescue Drag - 2 min (maximum)
- Aerial Ladder Climb - 10 min (maximum)

All candidates will complete all stages wearing a Firefighter's turnout coat, gloves, and a SCBA pack/bottle. Wearing those items will not be required for the half-mile run. A general description of each required task is listed below:

- Run a half-mile run
- Walk up the stadium stairs to the top while carrying a hose pack
- At the top of the stairs, hoist a 50' section of 4" large diameter hose by rope to the top of the stadium, 35'
- Walk down the stadium stairs carrying a hose pack
- Walk through a serpentine course set up with pylons
- Walk to the chopping simulator and complete a minimum of 28 strikes
- Drag a hose attached to a weighted tire 100 feet
- Drag a 165 lb. rescue dummy 100 feet
- Successfully climb an aerial ladder 75 feet

Phase Three

The Human Resources Department will send invitations to all applicants who successfully completed the agility test to participate in the entry-level firefighter recruitment examinations. The department uses the Comprehensive Examination Battery (CEB) Test and the Work Styles Inventory (WSI) examinations.

The CEB Test focuses on a number of skills and traits deemed relevant to superior job performance, including cognitive ability, reading ability, and selected personal characteristics.

This WSI examination is designed to measure traits required for maintaining effective relations with co-workers in the station and while working with the public that are less obvious than other personality-type tests.

The WSI aids in forecasting performance in the following areas:

- Effective teamwork
- Attentive to detail
- Commitment and dedication
- Receiving and responding to orders or instructions
- Fire Suppression and Non-Suppression duties
- Overall job performance (the sum of all the above)

The CEB Test is scored on a pass/fail basis and then a list with candidates grouped in performance bands is generated for all those who passed the CEB. The banded list is based upon how candidates performed on the WSI examination.

Phase Four

The Human Resources Department will notify all candidates in the top band and/ or bands (depending on the allotted positions), to participate in the interview process. At the conclusion of the interview process, the Human Resources Department will offer employment to all successful applicants that were selected by the Fire Department.

All selected applicants must fulfill the following pre-employment requirements:

- Successfully pass the "fit for duty" and drug screening process
- Have an acceptable DMV and criminal background

Phase Five

The Human Resources Department will notify all candidates who successfully fulfilled all the pre-employment requirements with an official start day.