

OKLAHOMA CITY FIRE DEPARTMENT STEPS IN THE HIRING PROCESS

Our hiring process takes approximately 7 to 8 months. This is the time frame from initial announcement through the final job offer given.

Step 1.

- [Online application process](#)
[Careers | City of OKC](#)
- Application Review

Step 2.

- **CPAT - Candidate Physical Ability Test**-Stair Climb, Hose Drag, Equipment Carry, Ladder Raise and Extension, Forcible Entry, Search, Rescue, Ceiling Breach and Pull
 - **Orientation:** Designed to give each candidate identical information regarding the test so that each candidate will have the maximum probability of success. Each candidate has the opportunity to perform at least two (2) orientation runs, using the actual CPAT Course.
 - **Practice:** Each candidate has the opportunity to perform at least two (2) time practice runs, using the actual CPAT course and completing the entire course.
 - **Test:** Candidate final opportunity to successfully complete the CPAT course. Each candidate has the opportunity to perform at least one (1) timed run.

Step 3.

- **Written Test:** FIRETEAM test that consists of FOUR components (Human Relations Test, Mechanical Aptitude, Reading Comprehension & Math).
- Practice Tests.
 - [Practice Tests | FireTEAM Practice Test | FrontLine National Practice Test \(ergopracticetests.com\)](#) or www.fireteamtest.com
 - Take 2 practice exams for \$24.99
 - Team Extended Practice Test for \$38.99

Step 4.

- **Structured Interview:** Candidate will be interviewed by a panel of three uniformed personnel.

Step. 5

- **Background Check:** The Oklahoma City Fire Department will conduct an extensive background check to include, but not limited to work history, driving records, criminal history, social media sites, and personal references.
- **Polygraph:** Candidate will participate in a polygraph test conducted by a certified polygraph administrator.

Step 6.

- **Departmental Interview:** The top scoring candidates will participate in a “Departmental Interview” with the Deputy Chiefs that will submit the final candidates to the Fire Chief.

Step 7.

- **Conditional Job Offer**: Conditional job offers will be given to those who have been selected by the Fire Chief.
- **Oklahoma State Firefighters Pension Physical**: The candidates must pass an Oklahoma State Firefighters Pension physical conducted by the Oklahoma City Clinic.

Step 8.

- **Final Job Offer**: Candidates that pass the Oklahoma State Firefighters Pension Physical will be offered the position of Fire Recruit and be given a start date to attend Oklahoma City Fire Department Academy

If you have any questions or concerns, please don't hesitate to contact our Recruiters via email or by cell phone.

- Fire Recruiter: Major Tink Collins @ (405) 446-6828 / Fred.Collins@okc.gov
- Fire Recruiter: Lieutenant Tommy Brown @ (405) 203-9201 / Tommy.Brown@okc.gov