



Firefighter Recruitment

Candidate Information Pack

Respect

Integrity

Courage

Loyalty

Trust



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Queensland Fire Department

The Queensland Fire Department was established on 1 July 2024 under the Fire Services Act 1990 and reports to the Minister for Fire and Disaster Recovery.

The Queensland Fire Department replaces the previous Queensland Fire and Emergency Services, following a series of independent and wide-ranging disaster management and fire and emergency services reviews conducted in recent years and changes to legislation.

The reviews, which also focused on the Queensland Police Service and Queensland Reconstruction Authority, were aimed at ensuring long-term sustainability of disaster and emergency services for Queenslanders and addressed functions, structure, culture, efficiency and funding.

The changes will strengthen the state's response to fire, disaster management and emergency services, while providing greater reassurance for Queenslanders when natural disasters and other emergencies impact the state.

We provide world-class fire and rescue services to Queensland communities with a clear focus on fire prevention, response and control.

The new department comprises the Commissioner, Chief Fire Officer, Queensland Fire and Rescue (QFR), Rural Fire Service Queensland (RFSQ), State Operations Directorate (SOD) and Strategy and Corporate Services (SCS). In addition to our Rural Fire Service Queensland volunteer members, we also incorporate the expertise of Volunteer Scientific Officers, AUS-1 Disaster Assistance Response Team, Auxiliary Support Officers and Peer Support Officers.

QFR

Core Values

The QFD values demonstrate to the workforce what is expected of us in our dealings with each other and with the public. We must be aligned to these values and practice them in everything we do and in every conversation we have.

We hold a privileged position within our society; the nature of our roles mean we are always there to help people in need and is therefore important for all QFD members to uphold our values and demonstrate appropriate behaviours inside the workplace and within the community.

Our purpose

Our purpose is to pre-empt, prevent, mitigate and manage the consequences of fire and other emergencies for Queensland communities.

Our vision

Working together to create safer communities through contemporary fire and emergency services.

Our values

Our shared values of respect, integrity, courage, loyalty and trust play a vital role in guiding our decisions and behaviours individually and collectively as an organisation. These values foster a sense of belonging and purpose and sits at the core of how we work to support each other and the community.

Respect	We appreciate and value each other and our difference.
Integrity	We are individually accountable for our performance and undertake our duties with diligence and transparency.
Courage	We are brave when facing adversity, value ethical behaviour and challenge wrongdoing.
Loyalty	We are committed to each other, have pride in our organisation and are dedicated to keeping Queensland communities safe.
Trust	We are open, honest and dependable.



Queensland Fire and Rescue Firefighter

Queensland Fire and Rescue (QFR) is responsible for ensuring the capacity of operational staff to respond in emergent situations as legislated in the *Fire Services Act 1990*. A multi-hazard response service, QFR also encompasses focus on **prevention** and **preparedness** to avert emergency incidents as well as **response** and **recovery**. These activities include regional and community education, building fire safety, hazard identification and risk assessment and working with communities to plan and mitigate disasters.

About the role

The diverse expertise and skills of QFR have been integral to protecting the people, property and prosperity of Queensland. As a firefighter, you'll play a crucial role in the front-line response to emergency and disaster, building a rewarding career as you defend people, property and environment from harm.

The role of a QFR firefighter demands incredible physical, mental and emotional strength.

To be a firefighter you need to be prepared to:

- + Work in confined spaces, with poor visibility
- + Work through periods of intense and sustained physical activity
- + Work in hot and humid environments
- + React and respond to fire calls at any time, day and night
- + Wear breathing apparatus (BA), protective clothing and equipment
- + Face challenging situations, including traumatic incidents (e.g. accidents, fatalities)

Day-to-day requirements of the job may include, but are not limited to:

- | | |
|---|---|
| + Firefighting | + Technical Rescue |
| – Structural, Landscape and Vehicle Fire | – Swiftwater Floodwater Rescue |
| + Road Crash Rescue | – Vertical Rescue |
| + Management of hazardous materials | – Confined Space and Trench Rescue |
| + Station and Equipment Maintenance | – Urban Search and Rescue (USAR) |
| + Community Education | – Remote Rescue |
| + Building and Safety Inspections and Approvals | + Breathing Apparatus and Hazardous Materials |

Desired Attributes

Together with our core values, there are various desired attributes a QFR firefighter should have to be most efficient and effective within the Queensland community:

- | | | |
|-------------------------------|--------------------------|---------------------------------------|
| + Communication Skills | + Resilience | + Flexibility and Adaptability |
| + Teamwork | + Quick Thinking | + Practical Skills |
| + Courage | + Problem Solving | + Community Focused |

Recruitment Process

As a QFR firefighter, you'll need to be a person whose core values are in line with ours, embodying integrity, respect, courage, loyalty and trust in all you do. You need to thrive on teamwork, be motivated by a desire to help others in their time of need and have a desire to support your community. We value diversity and are actively seeking candidates with varied backgrounds, skills and experience.

Eligibility

Before you **apply** to become a QFR firefighter, you must meet the following criteria:

Mandatory

- + Manual C class driver licence held for at least one (1) year OR manual medium rigid driver licence
- + Physically, mentally and medically fit
- + Australian/New Zealand citizen or permanent residence status
- + Successful completion of Year 12, or [equivalent as recognised by QFR](#)
- + Minimum two (2) years full-time equivalent general paid work experience

Highly Desirable

- + Current, valid, paid *Working with Children Blue Card from Blue Card Services

* Refer to the [QFR Firefighter Recruitment Website](#) for more information.

Selection Process

To become a QFR firefighter you will be required to successfully complete all requirements of the QFR firefighter recruitment and selection process. The assessments required of the recruitment process have minimum standards that applicants must meet in order to progress through each phase; the minimum standards specifically reflect the occupational requirements associated with the role of a QFR firefighter. Only applicants who successfully complete all requirements of the recruitment and selection process will be eligible for consideration by the QFR Firefighter Selection Panel for offer of employment as a recruit firefighter.

Firefighter Recruitment Process

- | | |
|-------------------------------|---|
| 1. Submit application | 6. Psychological Assessments |
| 2. Beep Test | 7. Criminal History Check and Referee Reports |
| 3. Online Assessments | 8. State Selection |
| 4. Physical Assessment (OFAT) | 9. Medical Assessment |
| 5. State Panel Interviews | 10. Firefighter Pre-Course requirements |

Note: Successful completion of any assessment does not guarantee progression through the selection process and furthermore, successful completion of all requirements of the firefighter recruitment and selection process does not guarantee subsequent offers of employment.

Submit Application

The recruitment and selection process may take anywhere from 8-10 months to complete all associated assessments (not inclusive of the 16-week recruit course). Each phase of the recruitment process is allocated set dates where requirements must be completed within the identified timeframe, including the application phase.

The very first step to a career as a QFR firefighter is to submit an application. Applications will be available via our QFR Firefighter Recruitment Website for an identified period and are to be completed and submitted via our [Nexus Careers](#) page.

Application periods for firefighter recruitment will vary year to year; a campaigns activity and launch dates are based on operational and departmental requirements. Applications will only be available once a recruitment intake has been launched and will have an identified closing date.

Prior to submitting an application, a candidate profile is required to be created; you can complete this anytime. You will be asked to input information around your work, education and volunteer history, obtained certifications and qualifications, along with attaching a copy of your resume. *Note: The Statement of Suitability is a non-mandatory field which is not relevant to every role within QFD. Recruit Firefighter applications do not require you to complete a statement of suitability. Please leave this section blank when you apply.*

Successful submission of an application will generate an automatic 'acknowledgement of receipt' email. If you do not receive this, you may not have submitted your application correctly. Should you require the need to confirm successful submission of an application, you may contact Talent.Acquisition@fire.qld.gov.au for assistance.

For help on how to create your Nexus Candidate Profile and how to apply for recruit firefighter, visit our step-by-step guides below:

[Appendix 1: Nexus Careers Candidate Profile](#)

[Appendix 2: Nexus Careers How to Apply](#)

Tips for Submitting an application

- ❖ Update your candidate profile prior to submitting your application.
- ❖ Ensure you apply using an email address that you will have access to for the next 12-18 months. Email addresses cannot be changed during the recruitment process.
- ❖ Your application must be submitted before the advertised closing date. There will be no allowances for late applications.
- ❖ Take your time and read all application questions carefully. It is important that you read and answer the application questions correctly.
- ❖ Check you have answered all questions in the Nexus application form. Some questions are designed to identify candidates who do not meet entry requirements e.g. minimum Australian Provisional P2 driving licence and minimum educational qualifications. If you do not meet these, your application cannot be progressed.
- ❖ If you receive an email that your application has been deemed unsuitable, it may be due to accidental input of incorrect information. Contact Talent.Acquisition@fire.qld.gov.au and we can determine the reason for this and provide further assistance.

Beep Test

The Beep Test is a pass/fail assessment. There is no merit in this assessment. You are required to successfully complete Level 9.6; you are NOT required to complete this assessment any further than Level 9.6.

The Beep Test must be completed at an identified QFR Assessment Centre; Beep Test results from assessment centres other than the identified QFR Assessment Centres cannot be used and will not be accepted. The Beep Test is conducted in various locations across Queensland throughout the scheduled Beep Test assessment period. Beep Test locations may vary per campaign due to operational requirements and demands.

Candidates are permitted a second attempt at the Beep Test should they be unsuccessful on their first attempt and subject to specific requirements. To be eligible for a second attempt a candidate must attain, at minimum, Level 8.0 on their first attempt. Candidates that attain any level below 8.0 on their first attempt of the Beep Test are not eligible for a second attempt. Candidates may re-attempt the Beep Test on another day within the Beep Test assessment period of the campaign they are applying for.

Prior to participating in the Beep Test, you will be required to obtain medical clearance to determine your capability to undertake the fitness and physical assessments associated with the QFR firefighter recruitment and selection process. A *Fitness & Indemnity Form* specific to QFR will be provided to you by QFR at time of invitation and must be completed by a medical practitioner; this is **NOT** a full medical assessment.

It is important to ensure you have comprehensive understanding of the requirements of the Beep Test including what constitutes a warning and reasons for failure. Information relating to the requirements of the Beep Test can be found below:

[Beep Test and Claustrophobia Test Guide](#)

[Beep Test Video](#)

Tips for the Beep Test

- ❖ **Improve and maintain fitness level:** Incorporate Sprint, Agility and Interval training into your weekly training program. Don't start training the week before the test!
- ❖ **Be efficient:** Use efficient running, turning and breathing techniques to conserve energy for later stages of the test.
- Have a look at our NEW [Beep Test Training Program](#) for a head start!
- ❖ **Pace yourself and run your own race:** Try and stay relaxed and focused. Pay little attention to another's pace; focus on yourself and keep your own pace with the beep; you'll want to save your energy for the later stages.
- ❖ **Prepare Well:** Fuel your body and hydrate well. Ensure you have recovered from any previous training session and be free from injury or illness.
- ❖ **Try your best:** Firefighters work through periods of intense and sustained physical activity often in hot and humid environments. It is just as much mental strength as it is physical. You've always got more in the tank than you might think.
- ❖ **Good quality shoes:** A good pair of running shoes can help prevent injury and make your run more comfortable.
- ❖ **Listen to the QFR Officer!** The assigned QFR officer will provide direction and verbal instruction throughout the assessment, including warnings. They are there to help you succeed. It is your responsibility to listen to and follow all instructions provided by QFR personnel at all times.
- ❖ **Warm up:** A warm up can help prepare your body for strenuous activity and may boost your performance. A warm up may also reduce the risk of injury and help with recovery.

Online Cognitive Ability Test

There are two (2) components that encompass the Online Cognitive Ability assessments:

Mechanical Reasoning

Evaluates an applicant's ability to understand and apply mechanical concepts and principles to solve problems. It may test areas that include concepts such as gears, circuits or kinetic energy.

Core Abilities

Evaluates an applicant's knowledge, problem solving, reasoning ability and capacity to learn new information. It contains a number of elements including literacy, numeracy, problem solving and analytical aptitude.

The Online Assessments will be delivered in a proctored (supervised) format, allowing you to take the assessments in a suitable location of your choosing while being monitored by an offsite proctor. You will be required to complete the assessments on a laptop/computer device with camera/webcam functionality. You will NOT be permitted to use pens, pencils, note paper, phones, calculators etc. in either assessment.

These assessments are designed to assess a wide range of applicants; it is not expected that you will answer every question correctly. These assessments are timed, and you will be required to manage your own time during each assessment; there will likely be a timer visible for you to monitor if required. The assessments may allow you to go back and review/re-attempt questions if you have time remaining; it is encouraged to utilise this function if available and time permitting.

To assist you in completing the online component, it is advised to invest time in preparing for the assessments by practicing similar or like assessments. Our Pearson [QFR Sample Demonstration](#) emulates the look and feel of the real assessment, and although provides limited examples, it can help with understanding the types and/or how the questions will be asked while also getting comfortable with the format in which the assessments are issued.

Tips for the Online Assessments

- ❖ Review study guides and prep materials prior to assessment day.
- ❖ Get organised and settled ahead of your scheduled exam.
- ❖ Review the [OnVUE Minimum System Requirements](#) and check your ICT compatibility.
- ❖ Complete a [System Check](#) before and on day of assessments to ensure your device is suitable.
- ❖ Review the [Pearson VUE Policies and Procedures](#) associated with the QFR online assessments.
- ❖ Be well-rested and have eaten a meal prior to each assessment.
- ❖ Have appropriate identification that is valid and **NOT** expired.
- ❖ Complete each assessment in a quiet space with no distractions.
- ❖ Allocate and allow for sufficient time to complete each assessment in their entirety.
- ❖ When starting each assessment, ensure you read all test instructions, candidate rules and introductory information.
- ❖ Take your time and read assessment questions carefully.
- ❖ During each assessment, utilise any review functions to amend answers if available and time permitting.
- ❖ When in doubt, don't spend too much time on any one question, quickly move on to the next question; it is not expected that you will answer every question correctly.

Operational Focused Abilities Test (OFAT)

The Operational Focused Abilities Test (OFAT) is the physical assessment you will undertake as part of the recruitment and selection process; it is a series of operationally focused tasks that are completed in a sequence to simulate tasks which occur at emergency incidents. This test has been specifically designed and validated to be a true representation of operationally critical tasks a firefighter will undertake in their career.

The OFAT will assess your levels of cardiovascular fitness, muscular strength and muscular endurance consistent with the duties of an operational firefighter. The test is split into three (3) parts:

Part 1	Road Crash Rescue Equipment Hold
Part 2	Six (6) Station Test
Part 3	Case 1 High Pressure Hose Reel Drag

The OFAT is a pass/fail test; there is no merit contributed towards this test or to those that complete this assessment in the quickest time. A second attempt at the OFAT is permitted, within the assessment period, should you be unsuccessful on your first attempt.

It is highly encouraged that you gain a good understanding of the requirements of the OFAT, including what constitutes a warning and reasons for failure as detailed in the [OFAT Guide](#). QFR may hold demonstration days where Station Officers & Firefighters will take applicants through the requirements of the OFAT and provide information on each task; they may also be able to answer any questions you may have relating to the OFAT. QFR's ability to hold demonstration days will be dependent on operational requirements at that time.

A number of [OFAT Instructional Videos](#) have also been developed to assist you in preparing for the OFAT and understanding the requirements of each task; new and updated videos of each task may continue to be added.

Tips for the OFAT

- ❖ **Improve and maintain your level of fitness:** Incorporate strength, endurance, and conditioning training into your weekly training program. You'll need your muscles!

Have a look at our NEW [OFAT Training Program](#) for a head start!
- ❖ **Prepare Well:** Fuel your body and hydrate well. Ensure you have fully recovered from any previous training session and be free from injury or illness.
- ❖ **Comfortable Attire:** Loose, comfortable and cool clothing that meets QFR standard as per the [OFAT Guide](#) is recommended for wear, including quality shoes with good grip and stability.
- ❖ **Warm up:** This will help prepare your body for the OFAT and may boost your performance. A warm up may also reduce the risk of injury and help with recovery.
- ❖ **Ask Questions:** Before you start your OFAT you will be subject to an OFAT brief which will go through each task in detail. If you are unsure of what you have read, viewed or heard, ask a QFR representative for clarity.
- ❖ **Take your time and focus on technique:** Although this is a timed test and you're encouraged to move swiftly and safely through each task, it is not a race against other candidates. You do not increase your merit for completing this test in the quickest time. You should focus on your technique throughout the test; poor technique may result in a failure.
- ❖ **Listen to the QFR Officer!** The assigned QFR officer will provide direction and verbal instruction throughout the assessment, including infringements. They are there to help you succeed. It is your responsibility to listen and follow all instructions provided by QFR personnel at all times.

Firefighter Panel Interview

The Firefighter Panel Interview is a critical part of the firefighter recruitment and selection process and is subject to rigorous assessment. The Firefighter Panel Interview enables you to demonstrate your knowledge and understanding of the role and attributes of a firefighter and demonstrate your skills and experience transferrable to QFR.

You will be required to speak in front of a panel consisting of QFR operational and non-operational staff:

Panel Chair	FRS Senior Officer
Panel Member	FRS Station Officer
Panel Member	FRS Firefighter
Panel Member	Independent QFR Representative

The Firefighter Panel Interview comprises structured behavioural interview questions aligned to the QFR values, which are designed to elicit examples of your previous behaviour and performance. The interview is your opportunity to articulate what **attributes** and **qualities** you would bring to QFR, your relevant and/or transferrable skills, experience and qualifications and your motivation behind wanting to become a firefighter. You will be provided a set perusal time to review the questions prior to meeting the panel and commencing your interview; you are permitted to bring and utilise personal notes for the purpose of perusal. The interview usually takes 30-45 minutes.

You will need to have a good understanding of the role of a QFR firefighter and the attributes they need to display every day. You are encouraged to conduct research into the role of a firefighter by visiting multiple fire stations and speaking with members of a crew about their experience. Firefighters are friendly and helpful and will usually spend time discussing their role with you, but make sure to use your time wisely – ask them questions and gain clarity or understanding on anything you need regarding the role of a firefighter. However, any questions you have in regard to the recruitment process should be directed to Talent Acquisition in the first instance.

Start thinking about some examples you can bring to demonstrate your experience, qualifications and transferrable skills relevant to the important functions of a firefighter; think about the environment within which a firefighter works; consider what they do other than just fighting fires. When responding to the questions, make sure you demonstrate your examples using the CAR format: **C**ontext (describing the situation/example chosen), **A**ction (outlining the steps you took and rationale) and **R**esult (outcome of your action). If suitable, describe also what **L**earnings you had taken away from that experience. Your approach to each question should be structured using either the CAR or STAR method, to ensure the panel can easily follow what you're trying to relay.

The Firefighter Panel Interview is your chance to make a good impression; you can never be overdressed or over-prepared. Your interview results do contribute to merit in the recruitment and selection process. To increase your chances, be prepared, well dressed, respectful and make an impact.

Tips for the Firefighter Panel Interview

- ❖ **Be well prepared:** It is expected that candidates will have a good understanding of the role of a firefighter and the role of QFR - what is their responsibility within the community and at station? It is highly recommended that you conduct research into the role.
- ❖ **Visit multiple fire stations:** This will enable you to speak to a range of experienced firefighters and station officers who have had extensive and diverse careers within QFR. The more firefighters you speak with, the more of a sound understanding you will have of the role.
- ❖ **Do your research:** Explore the [QFR Website](https://www.youtube.com/user/QFRSRecruiting) and watch our videos; they may provide you an insight to the role and that of QFR. The videos can also be found here: <https://www.youtube.com/user/QFRSRecruiting>.
- ❖ **Be prepared to answer behavioural based questions:** You will be asked to respond to a range of behavioural based questions, requiring you to use relevant examples that address the question. *Hint: use the CAR method for your responses!* Do research on what a behavioural question is and start preparing possible responses now.
- ❖ **Gather and bring your own notes:** Start gathering your own notes now; notes on the role of a firefighter, QFR's role in the community, and multiple good examples you could use. You will be permitted to bring your own personal notes with you on the day of your interview to use during your set perusal time. You will not be permitted to utilise personal notes during your set interview.
- ❖ **Practice interview skills:** Practicing interviews or "role-play" interviews with a friend, family member or trusted persons may help you prepare for your interview. Practice responding to questions about the role of a firefighter, demonstrating your knowledge, and to a selection of behavioural based interview questions.
- ❖ **Do not assume the panel has read your Resume/CV:** The interview is your chance to show and tell the panel of the skills, experience, qualities, and attributes you would bring to QFR as a firefighter. You are being assessed on the responses you provide to each question. Do not assume the panel have read your resume. You must ensure the responses you provide to each question provides the appropriate information to the panel to help them determine if your skills and experience align to meet the requirements of the role and that of QFR.
- ❖ **Dress Attire:** How can you show respect for yourself, the panel members, and the firefighter recruitment process? Dress appropriately! Neat business attire is encouraged for you to make a great first impression.
- ❖ **Arrive on time:** You will be expected to arrive at your interview on time, if not 5-10 minutes earlier than the specified arrival time. Being on time can help settle any nerves; it can help put you in a positive mindset allowing you to mentally prepare and relax. You can also use this extra time to go over any notes you have. There will be some paperwork to complete before your perusal time commences as well; arriving on time will ensure your interview commences when it should and without delay. If an applicant is late, they may forfeit their interview and see their application ceased.
- ❖ **Remember to breathe:** The interview process can be daunting. Don't forget to pause and take a breath before continuing on. Each question is designed to draw on your skills and experiences and demonstrate to the panel your capability. You are allowed to take a pause to gather your thoughts.
- ❖ **Verbal and Nonverbal communication:** Be conscious of both your verbal and nonverbal communication styles during the interview. Both are just as important as each other; use of key words can be an effective way to demonstrate your capability while your body language and use of eye contact can demonstrate confidence, be engaging to the panel and help make a lasting impact.
- ❖ **Ask questions:** Before, during perusal or at the conclusion of your interview you are permitted to ask questions; you can ask questions of the panel or ask questions of talent acquisition about the process moving forward. Asking questions may help confirm this role is for you.
- ❖ **Lastly, be yourself!** QFR is committed to a diverse workforce; diverse in education, life experience, skills, manner of thinking and ways of being – there is no 'one fit' for this role – be authentic and be confident being yourself and let your hard work do the rest.

Psychological Assessment

As part of the recruitment and selection process applicants will be subject to a psychological assessment; an assessment designed to evaluate whether you have the necessary psychological characteristics to perform the inherent occupational requirements of a QFR firefighter.

The assessment process is robust and includes a number of clinical and practical assessments facilitated by registered psychologists. There are two (2) components to the psychological assessments:

Component one	Online Assessments
Component two	Face-to-face Evaluation; group assessment and one-on-one interview

The psychological assessments are conducted in Brisbane only; there will be no alternative arrangement or format offered for this assessment. QFR will cover the costs of the assessments however, you will be responsible for all other costs associated with attending the assessments *i.e.*, travel and accommodation *etc.*

Psychological assessment results are valid for 12 months; if you have completed the QFR firefighter psychological assessments within the last 12 months you may not be required to recomplete these assessments. You will be advised of the outcomes of your assessment and whether or not you are progressing in the process following the completion of the psychological assessment phase in its entirety, and at the appropriate time.

It is important to acknowledge that whilst the psychological assessment phase of the firefighter recruitment process is neither pass nor fail, the QFR does have minimum standards (a current profile) applicants are required to meet in order to progress. Applicants who undertake the psychological assessments and are identified as not meeting the requirements for the assessment, may be precluded from consideration in recruitment campaigns for the proceeding 12 months, due to assessment results being valid for 12 months.

Criminal History and Referee Reports

Firefighter applicants are required to complete both a criminal history and integrity check as well as referee reports as part of the recruitment and selection process. At time of your state panel interview, you will complete the initial step of the criminal history and integrity checks facilitated by QFR.

Should you have an unfavourable criminal history or traffic history, it may not necessarily result in disqualification from the process. Any driving offence/s or history recorded against an applicant after the criminal history check (CHC) has been completed, will be assessed on a case-by-case basis. The current policy QFR adheres to ensures a Natural Justice approach is provided for each applicant should an offence of any nature be disclosed.

At time of the psychological assessment, QFR will initiate the referee reports and ask you to action accordingly. QFR use an online reference checking platform to facilitate these reports. You will require minimum two (2) references from current and past employers. There is no requirement for you to obtain your own reference reports prior to our request nor is there a requirement for you to obtain your own criminal history check through your own state authority prior to our request.

State Selection

Applicants who successfully complete all requirements of the recruitment and selection process may be eligible for consideration by the QFR State Selection Panel for offer of placement on a firefighter recruit training program and subsequent employment with QFR.

Employment Location Preferences

At the conclusion of the psychological assessments, you will be provided an employment location preference form where you will have the opportunity to nominate your preferred employment locations across the state. If you do not have a preference as to where you would like to be posted, an option would be made available for you to indicate as such.

It is important that careful consideration is given to the Employment Locations you are prepared to work in; that consideration is given to possible travel and re-location requirements, any possible impact on family or personal circumstances. Discussions with friends and family potentially affected by your employment preferences should take place at this time.

The initial period of tenure for a QFR Firefighter is four (4) years. Selection of employment locations should not be made with the intention or desire to transfer to another location following the completion of the initial 4 year tenure. Firefighters are required to serve a minimum of 4 years in their appointed employment Location before becoming eligible for transfer. Transfers are not automatic and are subject to QFD transfer policy and procedure.

The information you provide on the employment location preference form is then provided to the QFR State Selection Panel for consideration.

QFR Firefighter Selection Panel

The Firefighter Selection Panel is responsible for determining those applicants to be offered placement on available firefighter recruit training programs and their subsequent employment location allocation. The panel is chaired by a QFR Assistant Commissioner and includes operational Fire and Rescue Service (FRS) Senior Officers, Station Officers, Firefighters and a representative of the United Firefighters Union Queensland.

QFR employs a blind selection methodology, whereby all personal and identifiable information such as name, age and gender are removed. The basis for selection will be an applicant's suitability to perform the job, having regard to the components of merit: abilities, aptitude, skills, qualifications, knowledge, experience, personal qualities relevant to performing the duties in question, and potential for future development as verified through proven work history and performance. Consideration will be given to assessment results, education and experience, and all information gathered through the recruitment and selection process.

The state selection process may be conducted a number of times during a firefighter recruitment campaign; each time it is conducted, applicants are considered on their merit against the current pool of applicants at the time of selection.

QFR Firefighter Employment

Those selected by the QFR Firefighter Selection Panel for placement on a firefighter recruit training program will be issued an employment offer. You will be required to satisfy all pre-employment checks and assessments prior to commencing their firefighter recruit training program.

Employment Offer

Should you be selected for placement on a firefighter recruit training program, an employment offer with an appointed employment location will be issued which must either be accepted or declined.

Offers of Employment Location are made with consideration of the organisational requirements and capabilities of QFR, to meet service delivery and community expectations. QFR makes no guarantee that a candidate's employment location preference/s and/or recruit course preferences will be offered. Offers of employment are made based on the operational requirements of QFR. Offers are final unless otherwise advised by an authorised delegate.

Upon accepting an offer of employment, you are expected to commit to attendance for the entire duration of the 16-week firefighter recruit training program. Careful consideration, taking in to account all personal circumstances, should be exercised when accepting an offer of appointment with QFR as a recruit firefighter.

If you decline an employment offer your application may be withdrawn unless otherwise advised by an authorised delegate. Should a candidate choose to decline an offer, they are advised to contact Talent.Acquisition@fire.qld.gov.au to discuss further.

If you accept an offer which is not one of your preferences with the intention to transfer at a later date, you will be subject to the initial 4 year tenure before being eligible for a transfer. Transfers are not automatic and are subject to QFR transfer policy and procedure.

Employment Location Allocation

Candidates are offered a Region and Employment Location e.g., Greater Brisbane Region –**Brisbane** as seen in Table 1. Candidates are not offered a Work Location or assigned to one specific station at this time.

Table 1

Region	Employment Location	Work Locations
Greater Brisbane Region	Brisbane	Acacia Ridge Bracken Ridge Chermside Kemp Place Pullenvale Taigum etc.

Pre-employment Checks

There are a number of pre-employment checks and assessments you will be asked to satisfy after receipt of your employment offer and prior to commencement on a firefighter recruit training program. These include current first aid and advanced resuscitation qualifications, MR licence, Blue Card and a full QFR medical assessment. You will be provided a specific and non-negotiable timeframe to complete these requirements. Failure to meet the requirements for offer of placement on a firefighter recruit training program may result in the offer being withdrawn by QFR. All costs associated with the obtainment of the required qualifications and driver licence are your responsibility.

Blue Card

All staff employed under the *Fire and Emergency Services Act 1990* are required to hold a blue card as the usual functions of the role fall within the requirements of the *Working with Children (Risk Management and Screening) and Other Legislation Amendment Act 2019*. Further information can be found on the [Blue Card Services](#) website.

At time of your state panel interview you will be required to provide evidence of obtaining a paid blue card. Furthermore, to be eligible for commencement on a firefighter recruit training program you must be the holder of a current, valid, paid (P) Working with Children Blue Card from Blue Card Services Queensland. Should you be selected for placement on a firefighter recruit training program, you will be required to evidence a current Paid (P) blue card from Blue Card Services Queensland prior to commencement with QFR.

Medical Assessment

The role of a QFR firefighter is demanding and diverse. It is important that potential firefighters are medically fit of the job.

A full medical assessment is required to assess your total capability to perform the role of QFR firefighter. Applicants will only be permitted to complete this medical assessment should they be selected for placement of a firefighter recruit training program. You will be required to satisfy all QFR medical requirements to commence on the recruit training program. Each candidate will be assessed on a case-by-case basis at the discretion of the QFR Medical Advisor and furthermore, against the inherent requirements associated with the role which is being applied for.

The [QFD Medical Standards](#) reflect the current requirements of the role. Some medical conditions have been identified as significant risk for firefighters, however all applications are considered on a case-by-case basis, and final determination on a candidate's medical suitability is at the discretion of QFR, based on the advice provided by the QFR Medical Advisor. All costs associated with completing the medical assessment are your responsibility.

All applicants should ensure that information from treating doctors/specialists relating to any pre-existing medical conditions is available at the time of their medical assessment. This will allow for a timely assessment and avoid delays in the processing of their applications. If you have any questions relating to your medical suitability, we suggest seeking advice from your regular medical practitioner in the first instance; we would suggest providing your regular medical practitioner with a copy of the QFR Medical Standards to provide sufficient information regarding the requirements to provide you with accurate advice.



Probation

Recruit firefighters are placed on a 12 month probationary contract from the start of their firefighter recruit training program. Once a recruit graduates from the academy there is an expectation that they will undertake their duties across multiple work stations within the appointed employment location, as required.

Tenure

After graduation and upon commencement on shift as a firefighter, you will be required to serve a minimum of four years tenure in your first appointed employment location before becoming eligible for a transfer. It's important to note that transfers are not automatic and depend on vacancies and associated waiting lists.

Firefighter Recruit Training Program

Once all pre-employment checks, assessments and evidence of qualifications have been approved and accepted, a candidate is ready to commence their firefighter recruit training program (also known as firefighter recruit course).

The firefighter recruit training program expands over 16-weeks and is comprised of intensive practical and theoretical instruction. The purpose of the program is to develop basic skills, knowledge and confidence of firefighters to allow them to safely conduct the operational requirements of a firefighter.



Assignments and tests will be used to assess your competency throughout; you must attain the required standard for each subject to graduate and secure your position with QFR as QFR firefighter. During the recruit training program, you will be continually assessed on your attitude, behaviour, progress and overall ability to successfully complete the recruit course and perform the role of a firefighter. Failure to successfully complete the requirements of the training program may result in employment being terminated.

The current training program includes, but is not limited to:

- | | |
|---|------------------------------------|
| + Breathing apparatus | + Rescue awareness |
| + Fire prevention and fire safety awareness | - Road Crash Rescue |
| + Communication and teamwork | - Swiftwater Floodwater Rescue |
| + Firefighting skills | - Vertical Rescue |
| + Practices and procedures | - Confined Space and Trench Rescue |
| + Driving skills | - Urban Search and Rescue (USAR) |
| + Specialist equipment | + Hydrants and extinguishers |
| + Ropes, knots and hose layouts | + Radio procedures and signals |
| | + Hazardous materials |

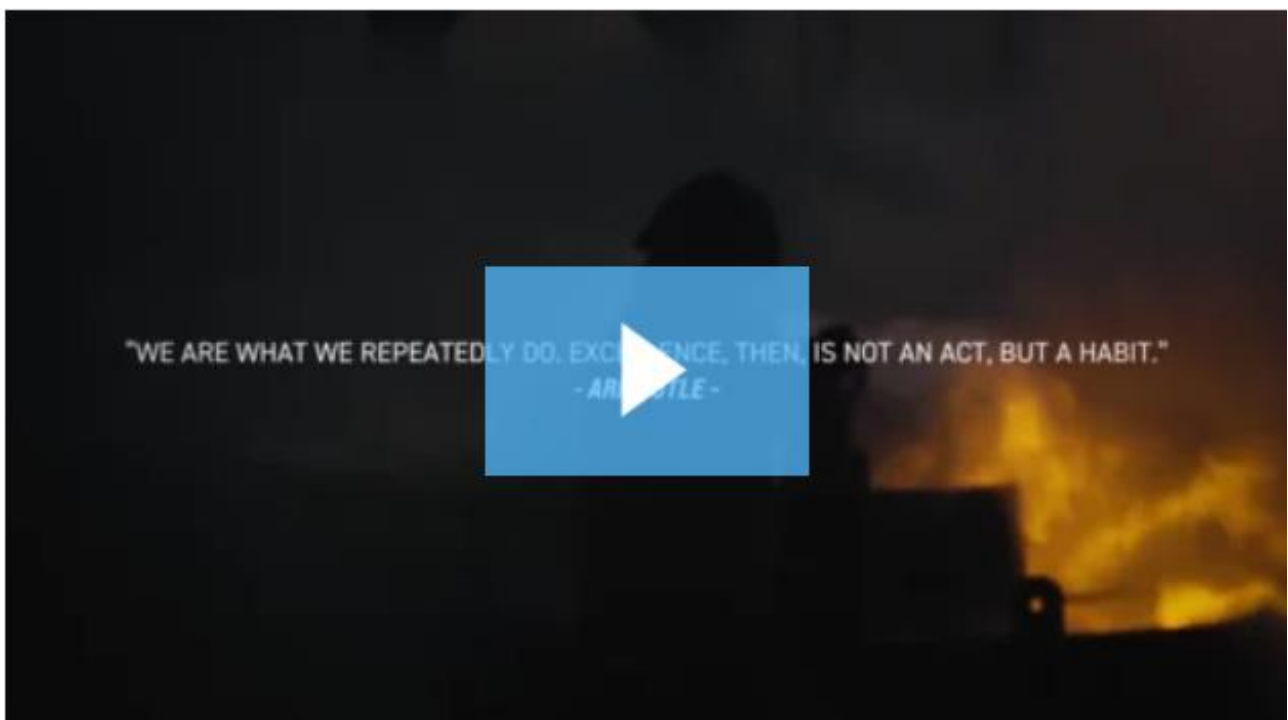
The course will take place across various dates throughout the year at either the School of Fire and Emergency Services Training (SFEST) in Brisbane or the Northern Campus Training Academy in Townsville. This is not a compulsory live-in course and only those eligible will be considered for accommodation.

Typically, a recruit will be placed on a Monday to Friday 8:00am to 4:00pm roster, with the possibility to work longer hours and on weekends at the discretion of the SFEST. You will be fully remunerated for this full-time program at the QFR recruit firefighter pay rate.

The recruit course encompasses crucial training and can be a difficult time to access leave. It is vital to a successful completion of the recruit course that you make yourself available for the recruit course in its entirety; absence from three (3) or more days of the course will dramatically affect your ability to do well on assessments, and in order to graduate from the academy, a recruit must attain the required standard for each competency unit.

It is expected that a candidate will make all necessary arrangements, comply with, and complete all Queensland Government requirements associated with arriving in Queensland at their own expense and within sufficient time to present for the commencement of a recruit training program.

For an insight into life at the firefighter recruit training academy, view the stories and experience of some of our latest graduates below and see what awaits you!



Q-STEP Program

QFR is committed to providing planned training and development activities in order to maximise the potential of its staff, while enabling QFR to meet its goals and objectives.

Following the completion of the recruit training program, you will be placed on operational duty under the guidance of a Station Officer and experienced firefighters; during this time the Q-STEP program will be conducted.

Q-STEP is a three-year program that commences at the beginning of the recruit training program and is prescribed by the QFR. Q-STEP is designed to train and assess you in the skills and knowledge of firefighting and emergency operations. It is broken down into four components, each incorporating a rank progression after successful completion.

Completion of the Q-STEP program will see you awarded with a Certificate II in Public Safety (Firefighting and Emergency Operations), Certificate III in Public Safety (Firefighting and Emergency Operations) and Certificate III in Public Safety (Community Safety).

QSTEP Program / Structure

Recruit Course

Duration: 80 Day / 16 week program

Awarded: PUA20619 Certificate II in Public Safety (Firefighting and Emergency Operations)

Rank Progression: Firefighter Recruit to 4th Class Firefighter



QSTEP Year 1

Duration: Graduation to 1st year Anniversary Date (Date of Commencement with QFR)

Completion of all QSTEP Year 1 modules and Regional Year 1-2 Face to Face Practical Assessment

Awarded: PUA30619 Certificate III in Public Safety (Firefighting and Emergency Operations)

Rank Progression: 4th Class Firefighter to 3rd Class Firefighter



QSTEP Year 2

Duration: 12 months; 1st year Anniversary date to 2nd year Anniversary date

Completion of all QSTEP Year 2 modules and Regional Year 2-3 Face to Face Practical Assessment

Rank Progression: 3rd Class Firefighter to 2nd Class Firefighter



QSTEP Year 3

Duration: 12 months; 2nd year Anniversary date to 3rd year Anniversary date

Completion of all QSTEP Year 3 modules

Awarded: PUA31419 Certificate III in Public Safety (Community Safety)

Rank Progression: 2nd Class Firefighter to 1st Class Firefighter



Appendix 1: Nexus Careers Candidate Profile

When applying for a job within QFR it is important to provide as much information as you can where available.

Your candidate profile is an important tool. Ensuring that your candidate profile is kept up to date lets the QFR Selection Panel know about you and the relevant experience you will bring to QFR. You can update your candidate profile at any time during the recruitment process.

Take the following steps before submitting your application and during the open application period.

⚠ Changes pending. You must save your changes in order to keep them.

My Candidate Profile

Save Cancel Delete Profile Print Preview

JANE DOE

* First Name: ?

Middle Name:

* Last Name: 1

Candidate ID: 403

* Phone: ?

Email:

☒ Hear more about career opportunities

In this section you can create and manage your candidate profile to use when applying for roles advertised within QFES and IGEM. Recruiters can also search candidate profiles when looking for people with a particular skill-set. Please be aware that when you apply for a role all the information you supply in your candidate profile is available to the reviewers of your application. As a handy tip - keep the information you provide here as up to date and relevant as possible.

↑

Your CV is not on file.
Click here to attach your CV

Your Statement of Suitability is not on file.
Click here to attach your Statement of Suitability

9

[Data Privacy Statement](#)

Record any relevant paid employment history. If the role you are applying for has a minimum requirement for employment history you must record it here. Leave end date blank for your current employment/experience.

2 > Employment History
+ Add Another

Record any volunteer experience you have had with QFES. If you are a current volunteer within QFES please provide your volunteer identification number. Leave end date blank for your current employment/experience.

3 > QFES Volunteering Experience
+ Add Another

Record any other relevant volunteer experience you have. Leave end date blank for your current employment/experience.

4 > Other Volunteering Experience
+ Add Another

Record any relevant education and qualifications you have completed or are currently undertaking.

5 > Tertiary Education and Qualifications
+ Add Another

Record any applicable professional certifications or licences e.g. Driver's licence; Heavy Machinery Licence; Workplace Health and Safety Certificate.

6 > Certifications/Licences
+ Add

List any memberships you have of relevant professional bodies. Do not list membership of social clubs.

7 > Professional Membership
+ Add

Add details about your language proficiencies including your first and any other languages.

8 > Language Skills
+ Add

10

Documents

Additional Attachments
Attach a document ?

11

More Information

Basic Information

Please provide your mobile phone number here or provide the contact number where you are most easily reached.

My Candidate Profile

JANE DOE

* First Name:

?

Middle Name:

* Last Name:

Candidate ID:

403

* Phone:

?

Email:

☒ Hear more about career opportunities

[Data Privacy Statement](#)


Employment History		+ Add Another
DEF	Team Supervisor	Remove
		1 month 03/19 - Present
Details		
Status	Current Employment	
End Date	DD/MM/YYYY	
Name of Employer	DEF	
Position Title	Team Supervisor	
Close Details		
ABC	Assistant	Remove
		7 months 08/18 - 02/19
Details		
Status	Previous Employment	
End Date	28/02/2019	
Name of Employer	ABC	
Position Title	Assistant	
Close Details		

Employment History

Record any relevant paid employment history. It is recommended to supply your two (2) most recent employments.

**It is important to list your current/
most recent employment first.**

Leave the end date **blank** for your current employment.

Ensure to click the  Save button in the top right.



3

QFR Volunteering

Record any volunteer experience you have had with QFR.

If you are a current volunteer within QFR please provide your volunteer identification number

Leave the end date **blank** for your current experience.

QFES Volunteering Experience
+ Add Another

SES
Memeber

Remove
5 years, 3 months
01/14 - Present

Details

Start Date	16/01/2014	
End Date	DD/MM/YYYY	
Name of Service	SES	
Position Title	Member	
Volunteer ID	012345	

Close Details

4

Other Volunteering Experience

Other Volunteering Experience
+ Add Another

Surf Life Saving Australia
Life Saver

Remove
1 year, 2 months
07/15 - 09/16

Details

Start Date	16/07/2015	
End Date	14/09/2016	
Name of Organisation	Surf Life Saving Australia	
Position Title	Life Saver	

Close Details

Record any other relevant volunteer experience you have.

Leave end date **blank** for your current experience

Tertiary Education and Qualifications


Record any relevant education and qualifications you have completed.

It is important to list your qualifications in order.

TOP – Your highest **completed** qualification.

MIDDLE – Other completed qualifications.

BOTTOM – Qualifications you have started but **not yet finished**.

Ensure to click the  Save button in the top right.

Tertiary Education and Qualifications
+ Add Another

Diploma
TAFE

Remove
 2 years, 1 month
12/16 - 12/18

vDetails Highest Completed Qualification

Type	Diploma ▼		
Institution	TAFE		
Field of Study	Leadership Management		
Start Date	31/12/2016		
End Date	31/12/2018		

Close Details

Certificate IV
TAFE

Remove
 1 year, 1 month
12/14 - 12/15

vDetails Other Completed Qualifications

Type	Certificate IV ▼		
Institution	TAFE		
Field of Study	Personal Training		
Start Date	31/12/2014		
End Date	31/12/2015		

Close Details

Bachelor Degree
QUT

Remove
 1 month
03/19 - Present

vDetails

Type	Bachelor Degree ▼		
Institution	QUT		
Field of Study	Business		
Start Date	21/03/2019		
End Date	DD/MM/YYYY		

Close Details

6



Certifications/ Licences

Record any applicable professional certifications or licences e.g. Driver's licence; Heavy Machinery Licence; Workplace Health and Safety Certificate.

Certifications/Licences
+ Add Another

Heavy Rigid Licence
Remove

Details

Certification/Licence	Heavy Rigid Licence
Description	
Institution	
Effective Date	26/03/2015  ?
Expiration Date	26/03/2020 

Close Details

7



Professional Membership

List any memberships you have of relevant professional bodies. **Do not list membership of social clubs.**

Professional Membership
+ Add Another

Remove

Details

Organisation	
Position/Role	
From Date	DD/MM/YYYY 
End Date	DD/MM/YYYY 

Close Details

8

Language Skills

Add details about your language proficiencies including your first and any other languages.

Language Skills
+ Add Another

French
France
Remove

Details



Language	French
Language Variant	France
Provide details if 'Other' is chosen as Language	
Language Preference	Second or Additional Language
Speaking Proficiency	Well
Reading Proficiency	Not Well
Writing Proficiency	Not Well

Close Details

9

CV and Statement of Suitability

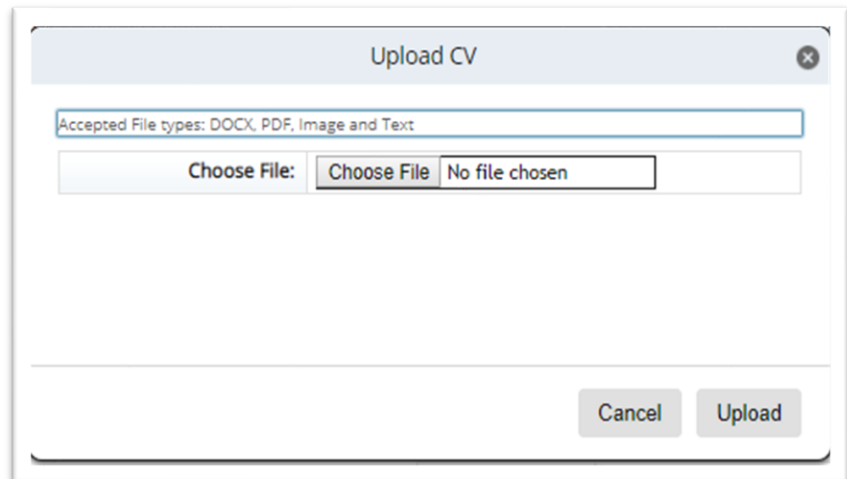
Click to attach your CV.

 Your CV is not on file.
[Click here to attach your CV](#)
 Your Statement of Suitability is not on file.
[Click here to attach your Statement of Suitability](#)





Select "Choose File" and select your resume.

Click

Upload



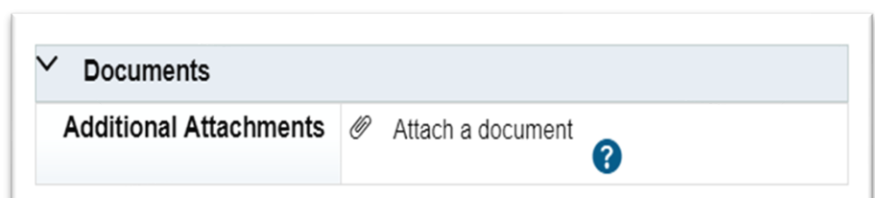
The "Statement of Suitability" is a non-mandatory field which is not relevant to every role within QFR. Recruit Firefighter applications do not require you to complete a statement of suitability. Please leave this section blank when you apply.

 Jane Doe's CV  
 Last Updated: 26/03/2019
 Your Statement of Suitability is not on file.
[Click here to attach your Statement of Suitability](#)

10

Documents

Attach any further relevant documents here. This may include evidence of your paid (P) Blue Card or other qualifications etc.



11

More Information

Complete the fields as required. All fields marked with * are mandatory and must be filled in.

Ensure your preferred name is not a nickname.

Ensure your highest level of qualification matches your first entry for section **5**


More Information	
* Title	Ms. ▼
Previous Name	
* Preferred Name	Jane ?
Home Phone	
Residential Address	
Property Name	
* Street Address	123 ABC Road
* Suburb/City	Brisbane
* State	QLD ▼
* Country	Australia ▼
* Post Code	4000
Postal Address	
Property Name	
Street Address/PO Box	
Suburb/City	
State	No Selection ▼
Country	No Selection ▼
Post Code	
Additional Information	
* What is your highest completed level of schooling?	Year 12 or equivalent ▼
* Select the highest level of qualification that you have achieved	Diploma ?
Comments	

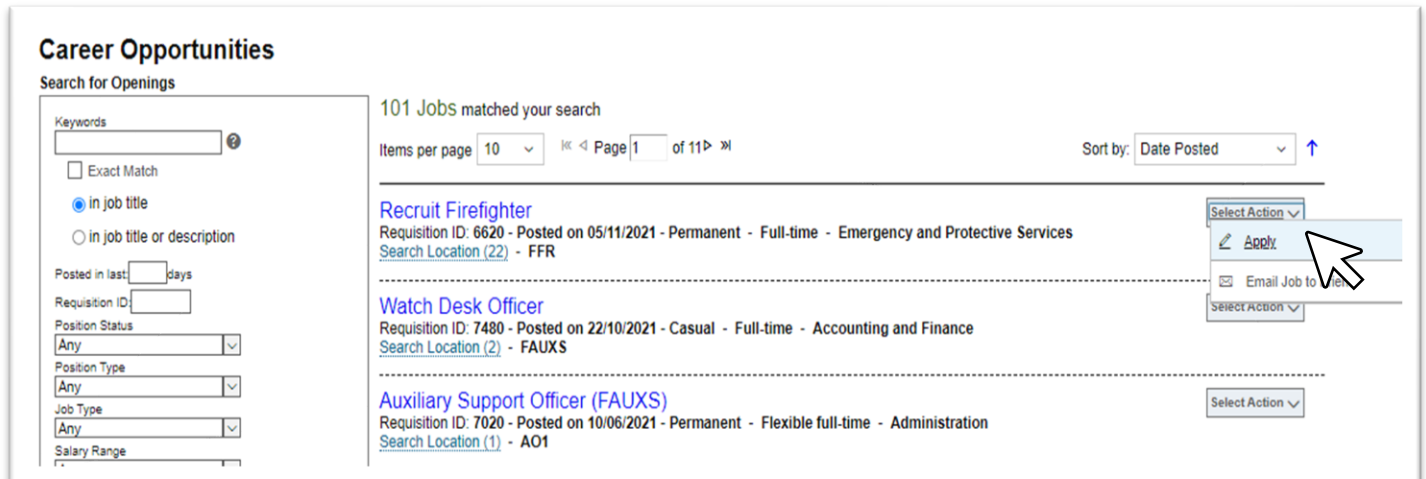
Appendix 2: Nexus Careers How to Apply

Once your Nexus account and Candidate Profile have been completed, you are now ready to apply for the role.

- 1 Locate the role you wish to apply for via our [External Careers Page](#) or via a direct link to the role.

Once you have found the role, click 'Select Action', and click

 **Apply.**



Career Opportunities

Search for Openings

Keywords:

☐ Exact Match

☒ in job title

☐ in job title or description

Posted in last: days

Requisition ID:

Position Status:

Position Type:

Job Type:

Salary Range:

101 Jobs matched your search

Items per page: 10 < > Page 1 of 11 >


Sort by: Date Posted ↑

Recruit Firefighter
Requisition ID: 6620 - Posted on 05/11/2021 - Permanent - Full-time - Emergency and Protective Services
[Search Location \(22\)](#) - FFR

Watch Desk Officer
Requisition ID: 7480 - Posted on 22/10/2021 - Casual - Full-time - Accounting and Finance
[Search Location \(2\)](#) - FAUXS

Auxiliary Support Officer (FAUXS)
Requisition ID: 7020 - Posted on 10/06/2021 - Permanent - Flexible full-time - Administration
[Search Location \(1\)](#) - A01

Select Action ▼

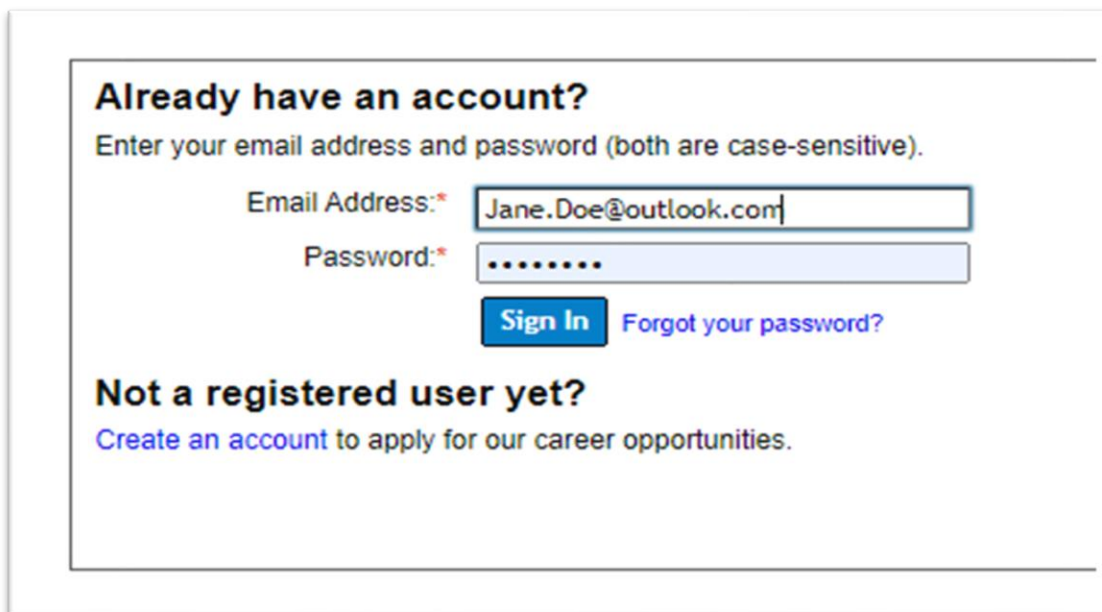
 **Apply**

Email Job to View

Select Action ▼

Select Action ▼

Note: If you have not already signed into your Nexus account, the system will prompt you to sign in before moving on. Have your login credentials ready.



Already have an account?

Enter your email address and password (both are case-sensitive).

Email Address:*

Password:*

Sign In [Forgot your password?](#)

Not a registered user yet?

[Create an account](#) to apply for our career opportunities.

2

You will then be taken to your previously completed Candidate Profile. This is your chance to update your profile prior to submitting your application.

If you are happy with what is currently on your Candidate Profile, or you have no changes, click **Next** toward the bottom right-hand side of the screen.

My Candidate Profile

JANE DOE

Save Undo Cancel Delete Profile Print Preview

* First Name: Jane ?
 Middle Name:
 * Last Name: Doe
 Candidate ID: 27282
 * Phone: 1632489632 ?
 Email:

In this section you can create and manage your candidate profile to use when applying for roles advertised within QFES. Recruiters can also search candidate profiles when looking for people with a particular skill-set. Please be aware that when you apply for a role all the information you supply in your candidate profile is available to the reviewers of your application. As a handy tip - keep the information you provide here as up to date and relevant as possible.

Jane Doe's CV
 Last Updated: 08/11/2019
 Your Statement of Suitability is not on file.
[Click here to attach your Statement of Suitability](#)

[Data Privacy Statement](#)

✓ Record any relevant paid employment history. If the role you are applying for has a minimum requirement for employment history you must record it here. Leave end date blank for your current employment/experience.
Employment History + Add
 There are no items in this section.

✓ Record any volunteer experience you have had with QFES. If you are a current volunteer within QFES please provide your volunteer identification number. Leave end date blank for your current employment/experience.
QFES Volunteering Experience + Add
 There are no items in this section.

✓ Record any other relevant volunteer experience you have. Leave end date blank for your current employment/experience.
Other Volunteering Experience + Add
 There are no items in this section.

✓ Record any relevant education and qualifications you have completed or are currently undertaking.
Tertiary Education and Qualifications + Add
 There are no items in this section.


✓ Record any applicable professional certifications or licences e.g. Driver's licence; Heavy Machinery Licence; Workplace Health and Safety Certificate.
Certifications/Licences + Add
 There are no items in this section.

✓ List any memberships you have of relevant professional bodies. Do not list membership of social clubs.
Professional Membership + Add

Documents
 Additional Attachments Attach a document ?

More Information

* Title: Mrs.
 Previous Name:
 * Preferred Name: Jane ?
 Home Phone:
Residential Address
 Property Name:
 * Street Address: 45 haung a
 * Suburb/City: Kedron
 * State: QLD
 * Country: Australia
 * Post Code: 4000
Postal Address
 Property Name:
 Street Address/PO Box:
 Suburb/City:
 State: No Selection
 Country: No Selection
 Post Code:
Additional Information
 * What is your highest: Year 12 or equivalent
 Next

 This will now bring up the online application. Complete all required fields and answer all required pre-screening questions.

All field marked with * are mandatory and must be filled in

Once you have completed all required fields and answered all required questions, you are now able to submit your application form.

For the birth info section, Australian states need to be written in short form. For example:

Queensland = QLD

New South Wales = NSW

Simply click the **Apply** in the bottom right-hand corner.

Career Opportunities: Recruit Firefighter (7500)

Personal Information	
Title	Mrs.
First Name	Jane ?
Middle Name	
Last Name	Doe
Preferred Name	Jane
Other Given Names	
* Date of Birth	DD/MM/YYYY ?
* Gender	No Selection ?
* Have you ever been known by or used any other name?	No Selection ?
Previous First Name	
Previous Surname	
Previous Other Given Names	
Email	victoria.corcoran@qfles.qld.gov.au
Mobile Phone	1632489632
Home Phone	
Residential Address	
Property Name	
Street Address	45 hauwg a
Suburb/City	Kedron
State	QLD
Country	Australia
Post Code	4000
Postal Address	
Property Name	
Street Address/PO Box	
Suburb/City	
State	
Country	
Post Code	
Driver's Licence	
Which licence type do you hold?	No Selection ?
Licence Number	
Driver's Licence Expiry Date	DD/MM/YYYY ?
State Issued	No Selection ?

13. * I acknowledge I will only have one (1) attempt at the Beep Test and failure to successfully complete the assessment on this attempt will render me ineligible to continue and my application will cease at that time.

☐ Yes

☐ No

Apply **Back** **Save** **Cancel**

- 4 Once your application has been submitted you will receive acknowledgement through Nexus that your application has been successfully received.

Career Opportunities: Recruit Firefighter (7500)

Your application has been sent. Thank you!

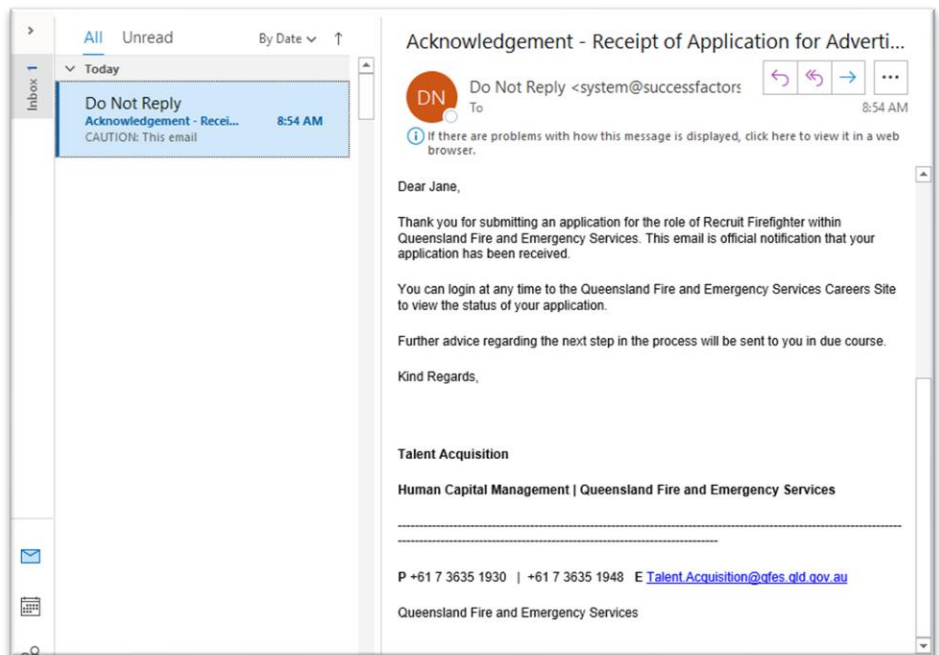
[Return to Job search page](#)

[Return to Jobs applied](#)

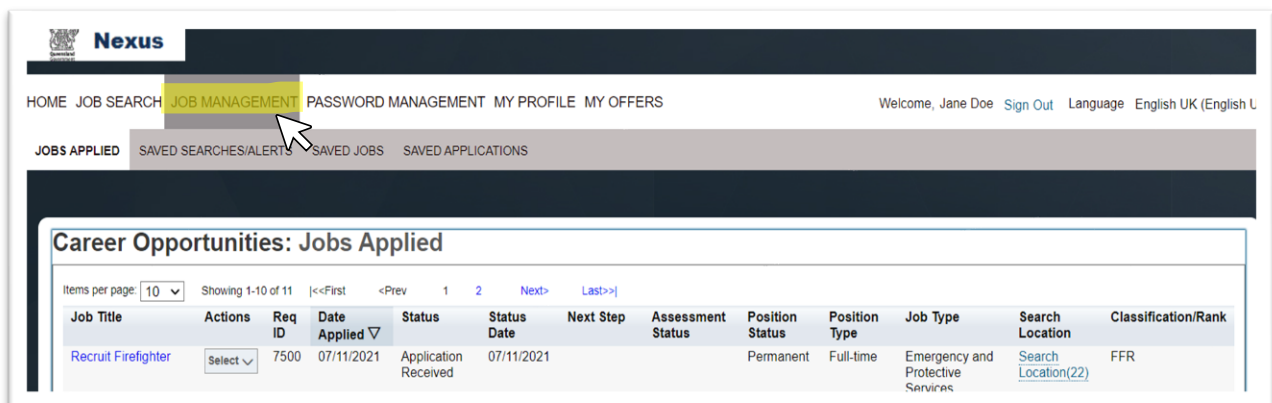
You will also receive an email receipt acknowledging your submitted application.

Congratulations, you have now submitted your application.

You will now need wait to be contacted by Talent Acquisition for further instruction.



- 5 If you wish to either view or withdraw your application, you can do so through your Nexus account. Log in and click on 'Job Management' along to the top bar. Here you will see all roles you have applied for through this system.



Click on 'Actions' and select the relevant option.

